Benchmark City Survey - 2015 Data

Section A: City and Department Demographics

Please refer survey questions or comments to Chris Kostelac, Watch Commander
Overland Park Police Department, chris.kostelac@opkansas.org or 913-895-6293.

Background

The Benchmark City Survey was originally designed in 1997 by a core group of Police Chiefs from around the country. These Chiefs sought to establish a measurement tool to help ensure their Departments were providing the best service possible within their respective community.

The survey provides a wide range of information about each Department. With that information, the participating agencies can set better goals and objectives, and then compare their performance in the various areas.
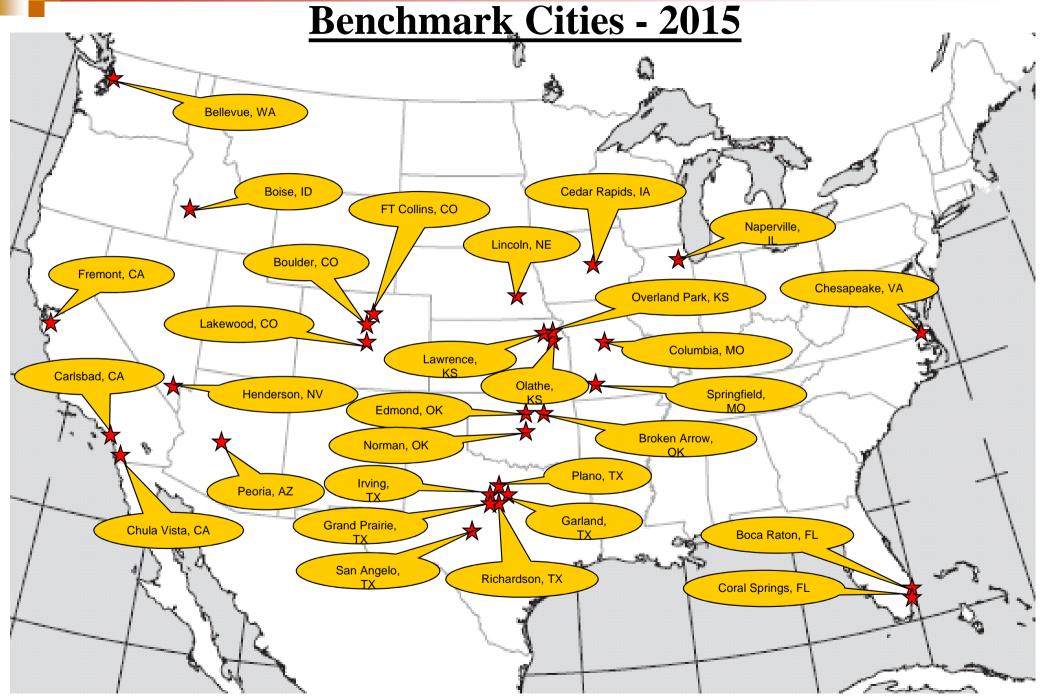
The Overland Park, Kansas Police Department has taken the lead in compiling the survey results, and makes the final Benchmark City Survey Report available to all participants at an annual Chief's Summit hosted by participating agencies on a rotating basis. This year the conference is being held in Henderson, NV.

2015 Participating Agencies

Bellevue, WA – Steve Mylett	Coral Springs, FL – Tony J. Pustizzi	Lincoln, NE – Jim Peschong
Boca Raton, FL - Daniel C. Alexander	Edmond, OK - Bob A. Ricks	Naperville, IL – Robert W. Marshall
Boise, ID – William Bones	Fort Collins, CO – John Hutto	Norman, OK – Keith Humphrey
Boulder, CO – Greg Testa	Fremont, CA – Richard Lucerno	Olathe, KS – Steve Menke
Broken Arrow, OK – David Boggs	Garland, TX - Mitch Bates	Overland Park, KS – Frank Donchez
Carlsbad, CA – Neil Gallucci	Grand Prairie, TX – Steve Dye	Peoria, AZ – Roy W. Minter Jr.
Cedar Rapids, IA – Wayne Jerman	Henderson, NV – Patrick Moers	Plano, TX - Gregory W. Rushin
Chesapeake, VA - Kevin L. Wright	Irving, TX - Larry Boyd	Richardson, TX – Jim Spivey
Chula Vista, CA - David Bejarano	Lakewood, CO - Kevin Paletta	San Angelo, TX - Tim R. Vasquez
Columbia, MO – Kenneth M. Burton	Lawrence, KS - Tarik Khatib	Springfield, MO - Paul Williams

A Coalition for Mutual Support
Benchmark Cities - 2015

Bellevue, WA

Boise, ID

FT Collins, CO

Cedar Rapids, IA

Naperville, IL

Lincoln, NE

Fremont, CA

Boulder, CO

Overland Park, KS

Chesapeake, VA

Lakewood, CO

Columbia, MO

Carlsbad, CA

Lawrence, KS

Henderson, NV

Olathe, KS

Springfield, MO

Edmond, OK

Broken Arrow, OK

Norman, OK

Peoria, AZ

Plano, TX

Irving, TX

Chula Vista, CA

Grand Prairie, TX

Garland, TX

Boca Raton, FL

San Angelo, TX

Richardson, TX

Coral Springs, FL

Benchmark City Survey - 2015 Data
City Size (Population), 2-Year Comparison

2015 Average Population is 164,962 - 2015 Median Population is 145,664

Benchmark City Survey - 2015 Data

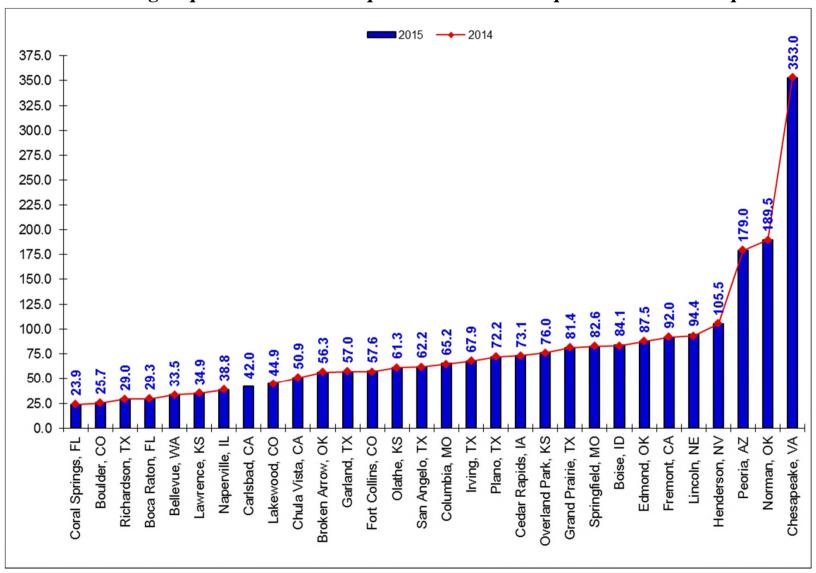## Comparison by City Size (Population), 5-Year Comparison

2015 Average Population is 164,962 - 2015 Median Population is 145,664

City Name	2015	2014	2013	2012	2011
Bellevue, WA	135,000	134,400	132,100	124,600	123,400
Boca Raton, FL	87,552	85,329	85,329	85,329	86,032
Boise, ID	223,670	217,730	212,303	210,145	206,470
Boulder, CO	104,810	103,163	99,069	99,069	103,650
Broken Arrow, OK	107,000	105,000	103,000	100,073	98,850
Carlsbad, CA	112,299				
Cedar Rapids, IA	129,195	128,642	128,119	127,905	128,836
Chesapeake, VA	233,908	228,513	228,513	228,210	225,898
Chula Vista, CA	257,989	256,139	249,382	249,382	243,916
Columbia, MO	118,519	117,381	109,088	108,500	108,500
Coral Springs, FL	124,282	121,096	125,287	123,338	121,096
Edmond, OK	89,926	87,475	84,524	83,035	82,826
Fort Collins, CO	158,600	155,400	151,330	143,986	144,875
Fremont, CA	226,551	220,000	217,700	214,000	214,000
Garland, TX	234,533	233,206	233,564	228,060	228,858
Grand Prairie, TX	185,453	183,816	181,303	179,476	175,396
Henderson, NV	286,273	279,226	278,047	269,916	277,502
Irving, TX	228,610	227,030	220,640	218,850	217,762
Lakewood, CO	147,220	147,220	142,980	142,980	142,980
Lawrence, KS	97,193	94,586	94,586	87,643	87,643
Lincoln, NE	272,996	268,738	265,404	262,341	258,379
Naperville, IL	144,108	143,289	143,289	145,649	141,853
Norman, OK	119,362	117,520	115,562	113,273	112,384
Olathe, KS	134,308	132,437	130,045	128,062	127,211
Overland Park, KS	187,730	184,706	180,605	177,642	177,029
Peoria, AZ	163,839	164,825	162,051	158,031	
Plano, TX	271,140	269,330	264,910	261,900	261,350
Richardson, TX	102,430	101,820	100,850	100,450	99,870
San Angelo, TX	98,975	100,111	95,887	93,562	93,200
Springfield, MO	165,378	164,122	162,191	159,621	159,498
Average	**164,962**	**164,560**	**167,774**	**177,886**	**185,386**
Median	**145,664**	**147,220**	**133,078**	**132,115**	**131,129**

Section A - Demographics

Benchmark City Survey - 2015 Data

Comparison by City Size (Square Miles), 2-Year Comparison

2015 Average Square Miles is 78.4 sq mi - 2015 Median Square Miles is 63.7 sq mi

Legend: 2015 | 2014

City	2015
Coral Springs, FL	23.9
Boulder, CO	25.7
Richardson, TX	29.0
Boca Raton, FL	29.3
Bellevue, WA	33.5
Lawrence, KS	34.9
Naperville, IL	38.8
Carlsbad, CA	42.0
Lakewood, CO	44.9
Chula Vista, CA	50.9
Broken Arrow, OK	56.3
Garland, TX	57.0
Fort Collins, CO	57.6
Olathe, KS	61.3
San Angelo, TX	62.2
Columbia, MO	65.2
Irving, TX	67.9
Plano, TX	72.2
Cedar Rapids, IA	73.1
Overland Park, KS	76.0
Grand Prairie, TX	81.4
Springfield, MO	82.6
Boise, ID	84.1
Edmond, OK	87.5
Fremont, CA	92.0
Lincoln, NE	94.4
Henderson, NV	105.5
Peoria, AZ	179.0
Norman, OK	189.5
Chesapeake, VA	353.0

Average 64.6 Square Miles without Norman, OK and Chesapeake, VA

Section A - Demographics

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Benchmark City Survey - 2015 Data

Comparison by City Size (Square Miles), 5-Year Comparison
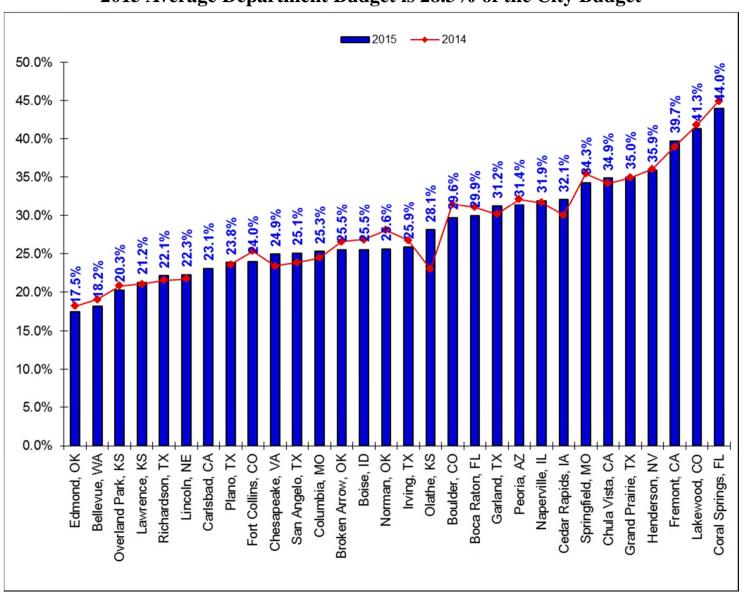
2015 Average Square Miles is 78.4 sq mi - 2015 Median Square Miles is 63.7 sq mi

City Name	2015	2014	2013	2012	2011
Bellevue, WA	33.5	33.5	33.4	32.1	32.1
Boca Raton, FL	29.3	29.6	29.6	29.6	29.6
Boise, ID	84.1	82.9	82.8	80.9	80.9
Boulder, CO	25.7	25.4	25.4	25.4	25.4
Broken Arrow, OK	56.3	56.3	56.3	56.3	56.3
Carlsbad, CA	42.0				
Cedar Rapids, IA	73.1	73.1	73.1	73.1	73.1
Chesapeake, VA	353.0	353.0	353.0	353.0	353.0
Chula Vista, CA	50.9	50.9	50.9	50.9	50.9
Columbia, MO	65.2	64.7	64	64.1	63.75
Coral Springs, FL	23.9	23.9	23.9	23.9	23.9
Edmond, OK	87.5	87.5	87.5	87.5	87.5
Fort Collins, CO	57.6	56.8	56.0	56.0	56.0
Fremont, CA	92.0	92.0	92.0	92.0	92.0
Garland, TX	57.0	57.0	57.0	57.0	57.0
Grand Prairie, TX	81.4	81.4	81.4	81.4	81.4
Henderson, NV	105.5	105.5	105.5	104	104
Irving, TX	67.9	67.9	67.6	67.6	67.6
Lakewood, CO	44.9	44.9	44.9	44.9	44.9
Lawrence, KS	34.9	35.0	34.7	33.6	33.6
Lincoln, NE	94.4	92.9	92.7	91.9	89.1
Naperville, IL	38.8	38.8	38.8	38.8	39.2
Norman, OK	189.5	189.5	196.5	196.5	196.5
Olathe, KS	61.3	61.0	61.0	60.6	60.6
Overland Park, KS	76.0	76	75.5	75.3	75.3
Peoria, AZ	179.0	179.0	178.96	179.0	
Plano, TX	72.2	72.2	72.2	72.2	72.2
Richardson, TX	29.0	29.0	29.0	29.0	29.0
San Angelo, TX	62.2	61.9	61.9	61.7	58.8
Springfield, MO	82.6	82.6	82.5	82.5	82.5
Average	**78.4**	**79.5**	**79.6**	**79.3**	**75.6**
Median	**63.7**	**64.7**	**64.3**	**64.1**	**62.2**

Section A - Demographics

Benchmark City Survey - 2015 Data

Department Budget as a % of City Budget, 2-Year Comparison

2015 Average Department Budget is 28.3% of the City Budget

Benchmark City Survey - 2015 Data

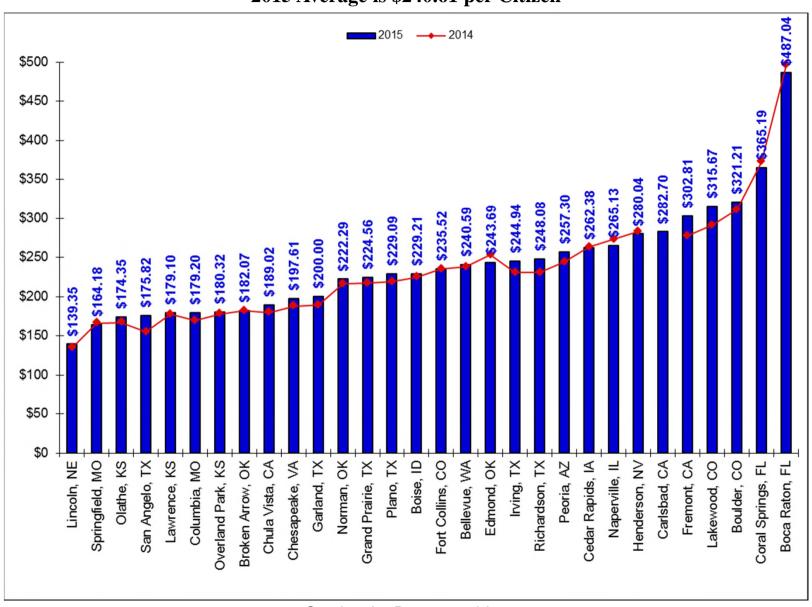### Department Budget as a % of City Budget, 5-Year Comparison

2015 Average Department Budget is 28.3% of the City Budget

City Name	City Budget	Police Budget	2015	2014	2013	2012	2011
Bellevue, WA	$178,613,705	$32,479,822	18.2%	19.1%	19.4%	19.3%	22.2%
Boca Raton, FL	$142,400,500	$42,641,700	29.9%	31.0%	22.6%	23.1%	22.2%
Boise, ID	$200,742,165	$51,266,491	25.5%	26.8%	28.0%	28.4%	28.0%
Boulder, CO	$113,550,000	$33,666,129	29.6%	31.4%	32.2%	30.0%	33.2%
Broken Arrow, OK	$76,301,582	$19,481,700	25.5%	26.6%	25.9%	26.3%	33.9%
Carlsbad, CA	$137,700,000	$31,747,084	23.1%				
Cedar Rapids, IA	$105,674,076	$33,898,659	32.1%	30.0%	29.8%	30.3%	30.5%
Chesapeake, VA	$185,423,981	$46,222,705	24.9%	23.4%	23.5%	7.5%	7.6%
Chula Vista, CA	$139,806,169	$48,764,653	34.9%	34.2%	35.1%	35.2%	33.4%
Columbia, MO	$84,026,289	$21,238,081	25.3%	24.4%	24.5%	24.2%	26.1%
Coral Springs, FL	$103,226,193	$45,386,271	44.0%	44.9%	44.9%	47.0%	47.7%
Edmond, OK	$125,303,406	$21,913,995	17.5%	18.2%	17.4%	19.7%	17.7%
Fort Collins, CO	$155,583,625	$37,353,925	24.0%	25.3%	26.3%	27.7%	27.0%
Fremont, CA	$172,623,000	$68,602,052	39.7%	38.9%	37.9%	39.5%	40.3%
Garland, TX	$150,400,339	$46,905,893	31.2%	30.1%	30.7%	31.0%	32.1%
Grand Prairie, TX	$118,881,296	$41,644,417	35.0%	34.9%	33.8%	34.0%	35.3%
Henderson, NV	$223,099,338	$80,168,179	35.9%	36.1%	35.8%	36.0%	40.3%
Irving, TX	$216,244,543	$55,996,330	25.9%	26.7%	28.1%	28.2%	29.0%
Lakewood, CO	$112,485,398	$46,473,217	41.3%	41.8%	41.6%	42.4%	41.8%
Lawrence, KS	$81,996,414	$17,406,794	21.2%	21.0%	21.2%	20.1%	19.7%
Lincoln, NE	$170,796,379	$38,040,753	22.3%	21.7%	22.2%	21.8%	22.2%
Naperville, IL	$119,630,123	$38,207,764	31.9%	31.7%	33.0%	32.1%	32.4%
Norman, OK	$103,658,308	$26,532,592	25.6%	28.1%	34.9%	35.8%	33.1%
Olathe, KS	$83,338,764	$23,416,148	28.1%	23.0%	24.2%	24.3%	23.8%
Overland Park, KS	$167,100,000	$33,850,805	20.3%	20.8%	21.3%	24.9%	23.4%
Peoria, AZ	$134,364,417	$42,155,083	31.4%	32.1%	32.2%	31.5%	
Plano, TX	$260,502,643	$62,114,599	23.8%	23.6%	24.4%	24.9%	24.6%
Richardson, TX	$114,927,193	$25,411,321	22.1%	21.5%	21.7%	22.0%	22.1%
San Angelo, TX	$69,348,910	$17,401,841	25.1%	23.9%	25.3%	25.6%	26.5%
Springfield, MO	$79,143,000	$27,151,620	34.3%	35.5%	33.0%	34.1%	39.7%
Average	**$137,563,059**	**$38,584,687**	**28.3%**	**28.5%**	**25.1%**	**19.7%**	**28.0%**
Median	**$129,833,912**	**$37,697,339**	**25.7%**	**26.8%**	**26.9%**	**25.6%**	**29.7%**

Section A - Demographics

A Coalition for Mutual Support
Benchmark City Survey - 2015 Data
Police Department Budget as $ Per Citizen, 2-Year Comparison

2015 Average is $240.61 per Citizen

Benchmark City Survey - 2015 Data

Police Department Budget as $ Per Citizen, 5-Year Comparison
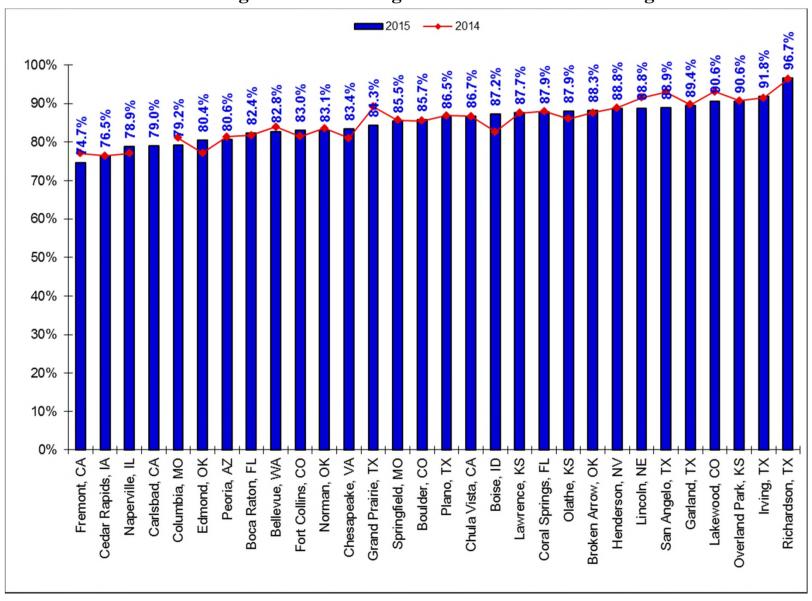
2015 Average is $240.61 per Citizen

City Name	Police Budget	City Population	2015	2014	2013	2012	2011
Bellevue, WA	$32,479,822	135,000	$240.59	$237.70	$238.76	$244.51	$282.98
Boca Raton, FL	$42,641,700	87,552	$487.04	$496.11	$458.95	$433.76	$415.30
Boise, ID	$51,266,491	223,670	$229.21	$224.59	$227.33	$228.12	$232.13
Boulder, CO	$33,666,129	104,810	$321.21	$310.59	$320.45	$298.71	$280.80
Broken Arrow, OK	$19,481,700	107,000	$182.07	$181.78	$179.75	$167.87	$147.12
Carlsbad, CA	$31,747,084	112,299	$282.70				
Cedar Rapids, IA	$33,898,659	129,195	$262.38	$262.98	$256.85	$248.41	$234.36
Chesapeake, VA	$46,222,705	233,908	$197.61	$187.57	$181.50	$171.44	$170.92
Chula Vista, CA	$48,764,653	257,989	$189.02	$179.76	$179.56	$176.29	$170.64
Columbia, MO	$21,238,081	118,519	$179.20	$169.27	$179.52	$173.91	$182.87
Coral Springs, FL	$45,386,271	124,282	$365.19	$372.63	$354.48	$355.39	$374.46
Edmond, OK	$21,913,995	89,926	$243.69	$253.22	$241.54	$228.89	$220.34
Fort Collins, CO	$37,353,925	158,600	$235.52	$234.99	$235.42	$234.54	$227.44
Fremont, CA	$68,602,052	226,551	$302.81	$277.61	$260.09	$246.24	$252.29
Garland, TX	$46,905,893	234,533	$200.00	$189.00	$183.43	$185.07	$185.56
Grand Prairie, TX	$41,644,417	185,453	$224.56	$217.22	$207.73	$194.77	$190.33
Henderson, NV	$80,168,179	286,273	$280.04	$282.86	$283.90	$298.32	$314.14
Irving, TX	$55,996,330	228,610	$244.94	$230.37	$232.30	$224.05	$223.78
Lakewood, CO	$46,473,217	147,220	$315.67	$290.88	$288.96	$284.90	$276.07
Lawrence, KS	$17,406,794	97,193	$179.10	$177.36	$171.51	$169.13	$165.32
Lincoln, NE	$38,040,753	272,996	$139.35	$134.58	$133.33	$128.38	$125.93
Naperville, IL	$38,207,764	144,108	$265.13	$272.90	$284.89	$243.73	$254.93
Norman, OK	$26,532,592	119,362	$222.29	$215.97	$217.46	$228.65	$194.26
Olathe, KS	$23,416,148	134,308	$174.35	$167.06	$167.69	$158.92	$155.34
Overland Park, KS	$33,850,805	187,730	$180.32	$177.98	$175.11	$174.09	$172.60
Peoria, AZ	$42,155,083	163,839	$257.30	$244.04	$240.64	$234.64	
Plano, TX	$62,114,599	271,140	$229.09	$219.01	$211.84	$206.12	$204.06
Richardson, TX	$25,411,321	102,430	$248.08	$230.70	$224.61	$218.47	$214.61
San Angelo, TX	$17,401,841	98,975	$175.82	$154.96	$160.42	$159.67	$157.82
Springfield, MO	$27,151,620	165,378	$164.18	$166.31	$156.47	$202.87	$193.72
Average	$41,340,737	164,962	$240.61	$233.10	$215.86	$217.70	$205.27

Section A - Demographics

Benchmark City Survey - 2015 Data

Personnel Costs as a % of Department Budget, 2-Year Comparison

2015 Average Personnel Budget is 85.2% of the Total Budget

Section A - Demographics

A Coalition for Mutual Support
Benchmark City Survey - 2015 Data
Personnel Costs as a % of Department Budget, 5-Year Comparison

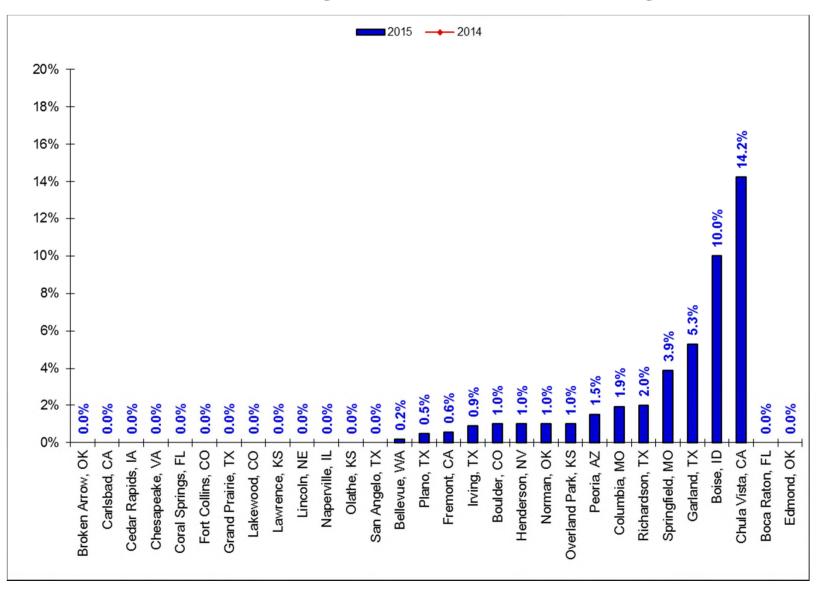**2015 Average Personnel Budget is 85.2% of the Total Budget**

City Name	Department Budget	Personnel Budget	2015	2014	2013	2012	2011
Bellevue, WA	$32,479,822	$26,890,202	82.8%	83.9%	83.2%	81.5%	68.3%
Boca Raton, FL	$42,641,700	$35,132,900	82.4%	81.7%	82.8%	83.0%	82.9%
Boise, ID	$51,266,491	$44,700,000	87.2%	82.7%	78.7%	79.9%	74.6%
Boulder, CO	$33,666,129	$28,867,470	85.7%	85.5%	85.7%	82.1%	81.9%
Broken Arrow, OK	$19,481,700	$17,195,300	88.3%	87.6%	86.0%	89.7%	91.6%
Carlsbad, CA	$31,747,084	$25,092,190	79.0%				
Cedar Rapids, IA	$33,898,659	$25,935,406	76.5%	76.5%	75.9%	75.4%	75.5%
Chesapeake, VA	$46,222,705	$38,550,182	83.4%	81.0%	80.5%	83.5%	84.4%
Chula Vista, CA	$48,764,653	$42,279,298	86.7%	86.6%	86.6%	86.9%	87.0%
Columbia, MO	$21,238,081	$16,811,919	79.2%	81.1%	81.5%	85.0%	80.1%
Coral Springs, FL	$45,386,271	$39,897,215	87.9%	87.9%	88.2%	89.0%	89.0%
Edmond, OK	$21,913,995	$17,622,260	80.4%	77.2%	76.0%	72.5%	73.9%
Fort Collins, CO	$37,353,925	$31,013,351	83.0%	81.5%	81.0%	81.8%	82.4%
Fremont, CA	$68,602,052	$51,264,177	74.7%	77.1%	79.3%	77.8%	76.7%
Garland, TX	$46,905,893	$41,927,892	89.4%	89.7%	89.9%	90.0%	90.0%
Grand Prairie, TX	$41,644,417	$35,108,535	84.3%	89.2%	81.7%	83.7%	87.0%
Henderson, NV	$80,168,179	$71,153,106	88.8%	88.8%	87.4%	89.3%	96.0%
Irving, TX	$55,996,330	$51,431,802	91.8%	91.5%	91.5%	91.2%	89.9%
Lakewood, CO	$46,473,217	$42,099,031	90.6%	93.1%	92.8%	95.7%	89.2%
Lawrence, KS	$17,406,794	$15,258,634	87.7%	87.5%	88.1%	90.1%	87.6%
Lincoln, NE	$38,040,753	$33,773,430	88.8%	91.6%	88.5%	79.2%	79.6%
Naperville, IL	$38,207,764	$30,128,750	78.9%	77.1%	74.3%	81.7%	75.6%
Norman, OK	$26,532,592	$22,039,728	83.1%	83.6%	82.0%	70.3%	91.3%
Olathe, KS	$23,416,148	$20,593,762	87.9%	86.1%	86.6%	87.0%	87.4%
Overland Park, KS	$33,850,805	$30,671,066	90.6%	90.7%	90.6%	90.2%	90.1%
Peoria, AZ	$42,155,083	$33,978,226	80.6%	81.4%	81.4%	81.6%	
Plano, TX	$62,114,599	$53,730,730	86.5%	86.9%	86.5%	86.9%	85.0%
Richardson, TX	$25,411,321	$24,563,645	96.7%	96.3%	96.6%	96.5%	97.8%
San Angelo, TX	$17,401,841	$15,474,702	88.9%	93.0%	90.2%	89.4%	89.7%
Springfield, MO	$27,151,620	$23,217,555	85.5%	85.6%	88.3%	85.4%	86.4%
Average	**$38,584,687**	**$32,880,082**	**85.2%**	**85.6%**	**83.7%**	**85.0%**	**84.3%**

Section A - Demographics

A Coalition for Mutual Support
Benchmark City Survey - 2015 Data
% of Department Budget Reimbursed, 2-Year Comparison

2015 Percent of Budget Reimbursed is 1.6% of Total Budget

Legend: 2015, 2014

City	2015
Broken Arrow, OK	0.0%
Carlsbad, CA	0.0%
Cedar Rapids, IA	0.0%
Chesapeake, VA	0.0%
Coral Springs, FL	0.0%
Fort Collins, CO	0.0%
Grand Prairie, TX	0.0%
Lakewood, CO	0.0%
Lawrence, KS	0.0%
Lincoln, NE	0.0%
Naperville, IL	0.0%
Olathe, KS	0.0%
San Angelo, TX	0.0%
Bellevue, WA	0.2%
Plano, TX	0.5%
Fremont, CA	0.6%
Irving, TX	0.9%
Boulder, CO	1.0%
Henderson, NV	1.0%
Norman, OK	1.0%
Overland Park, KS	1.0%
Peoria, AZ	1.5%
Columbia, MO	1.9%
Richardson, TX	2.0%
Springfield, MO	3.9%
Garland, TX	5.3%
Boise, ID	10.0%
Chula Vista, CA	14.2%
Boca Raton, FL	0.0%
Edmond, OK	0.0%

Section A - Demographics

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Benchmark City Survey - 2015 Data

% of Department Budget Reimbursed, 5-Year Comparison
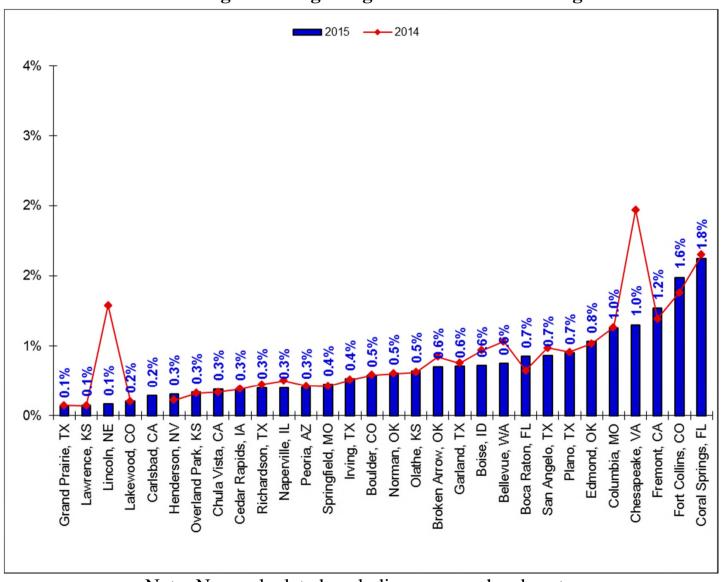
2015 Percent of Budget Reimbursed is 1.6% of Total Budget

City Name	2015	2014	2013	2012	2011
Bellevue, WA	0.2%				
Boca Raton, FL	Not Tracked				
Boise, ID	10.0%				
Boulder, CO	1.0%				
Broken Arrow, OK	0.0%				
Carlsbad, CA	0.0%				
Cedar Rapids, IA	0.0%				
Chesapeake, VA	0.0%				
Chula Vista, CA	14.2%				
Columbia, MO	1.9%				
Coral Springs, FL	0.0%				
Edmond, OK	Not Tracked				
Fort Collins, CO	0.0%				
Fremont, CA	0.6%				
Garland, TX	5.3%				
Grand Prairie, TX	0.0%				
Henderson, NV	1.0%				
Irving, TX	0.9%				
Lakewood, CO	0.0%				
Lawrence, KS	0.0%				
Lincoln, NE	0.0%				
Naperville, IL	0.0%				
Norman, OK	1.0%				
Olathe, KS	0.0%				
Overland Park, KS	1.0%				
Peoria, AZ	1.5%				
Plano, TX	0.5%				
Richardson, TX	2.0%				
San Angelo, TX	0.0%				
Springfield, MO	3.9%				
Average	**1.6%**				

Section A - Demographics

14

Benchmark City Survey - 2015 Data

Training Costs as a % of Department Budget, 2-Year Comparison

2015 Average Training Budget is 0.6% of Total Budget

Note: Now calculated excluding any overhead costs.

Section A - Demographics

A Coalition for Mutual Support

Benchmark City Survey - 2015 Data

Training Costs as a % of Department Budget, 5-Year Comparison

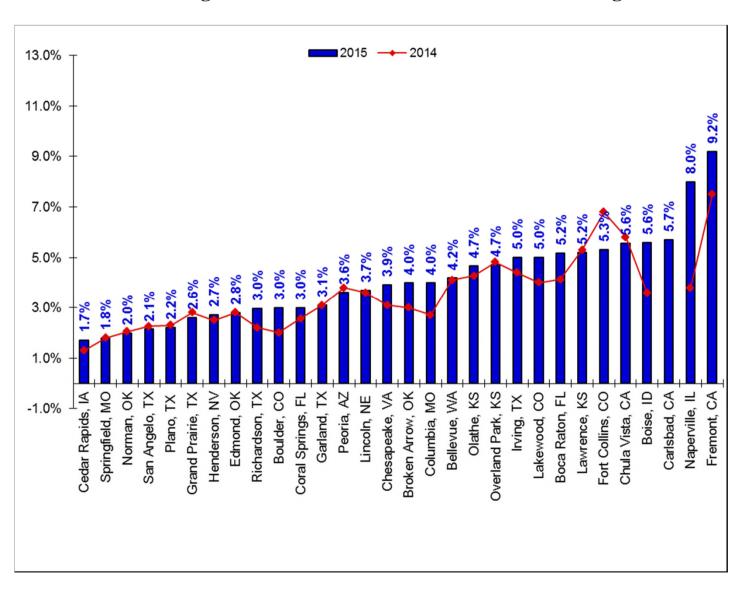**2015 Average Training Budget is 0.6% of Total Budget**

City Name	Department Budget	Training Budget	2015	2014	2013	2012	2011
Bellevue, WA	$32,479,822	$195,331	0.6%	0.8%	0.9%	2.8%	2.6%
Boca Raton, FL	$42,641,700	$289,200	0.7%	0.5%	0.4%	0.4%	0.4%
Boise, ID	$51,266,491	$296,000	0.6%	0.7%	1.0%	3.5%	1.6%
Boulder, CO	$33,666,129	$155,172	0.5%	0.5%	0.6%	1.7%	2.0%
Broken Arrow, OK	$19,481,700	$109,000	0.6%	0.7%	0.9%	0.6%	0.4%
Carlsbad, CA	$31,747,084	$73,202	0.2%				
Cedar Rapids, IA	$33,898,659	$103,388	0.3%	0.3%	0.4%	1.5%	1.8%
Chesapeake, VA	$46,222,705	$480,045	1.0%	2.3%	2.2%	2.2%	1.3%
Chula Vista, CA	$48,764,653	$148,400	0.3%	0.3%	0.5%	0.5%	0.5%
Columbia, MO	$21,238,081	$213,500	1.0%	1.0%	1.0%	0.6%	0.6%
Coral Springs, FL	$45,386,271	$816,286	1.8%	1.8%	1.9%	1.8%	1.8%
Edmond, OK	$21,913,995	$186,100	0.8%	0.8%	0.9%	2.8%	3.1%
Fort Collins, CO	$37,353,925	$590,009	1.6%	1.4%	1.2%	2.7%	2.9%
Fremont, CA	$68,602,052	$843,481	1.2%	1.1%	1.1%	0.9%	1.1%
Garland, TX	$46,905,893	$266,125	0.6%	0.6%	0.6%	1.7%	1.7%
Grand Prairie, TX	$41,644,417	$45,580	0.1%	0.1%	0.2%	0.2%	2.0%
Henderson, NV	$80,168,179	$200,479	0.3%	0.2%	0.3%	3.5%	3.9%
Irving, TX	$55,996,330	$235,330	0.4%	0.4%	0.4%	0.4%	0.4%
Lakewood, CO	$46,473,217	$76,416	0.2%	0.2%	0.2%	0.9%	0.9%
Lawrence, KS	$17,406,794	$20,800	0.1%	0.1%	0.1%	2.7%	2.8%
Lincoln, NE	$38,040,753	$50,000	0.1%	1.3%	1.3%	1.3%	1.6%
Naperville, IL	$38,207,764	$123,303	0.3%	0.4%	0.2%	0.3%	0.2%
Norman, OK	$26,532,592	$128,872	0.5%	0.5%	0.5%	0.2%	0.3%
Olathe, KS	$23,416,148	$120,180	0.5%	0.5%	0.5%	0.5%	0.6%
Overland Park, KS	$33,850,805	$91,353	0.3%	0.3%	0.2%	0.2%	0.2%
Peoria, AZ	$42,155,083	$138,200	0.3%	0.3%	0.4%	0.4%	
Plano, TX	$62,114,599	$447,516	0.7%	0.7%	0.8%	1.3%	1.6%
Richardson, TX	$25,411,321	$81,347	0.3%	0.4%	0.3%	1.5%	1.5%
San Angelo, TX	$17,401,841	$120,330	0.7%	0.8%	0.8%	2.4%	3.1%
Springfield, MO	$27,151,620	$97,785	0.4%	0.3%	0.3%	0.3%	0.4%
Average	**$38,584,687**	**$224,758**	**0.6%**	**0.7%**	**1.1%**	**1.3%**	**1.3%**

Note: Now calculated excluding any overhead costs

Section A - Demographics

Benchmark City Survey - 2015 Data

Overtime Costs as a % Personnel Budget, 2-Year Comparison

2015 Average Overtime Cost is 4.1% of the Personnel Budget

A Coalition for Mutual Support
Benchmark City Survey - 2015 Data
Overtime Costs as a % Personnel Budget, 5-Year Comparison
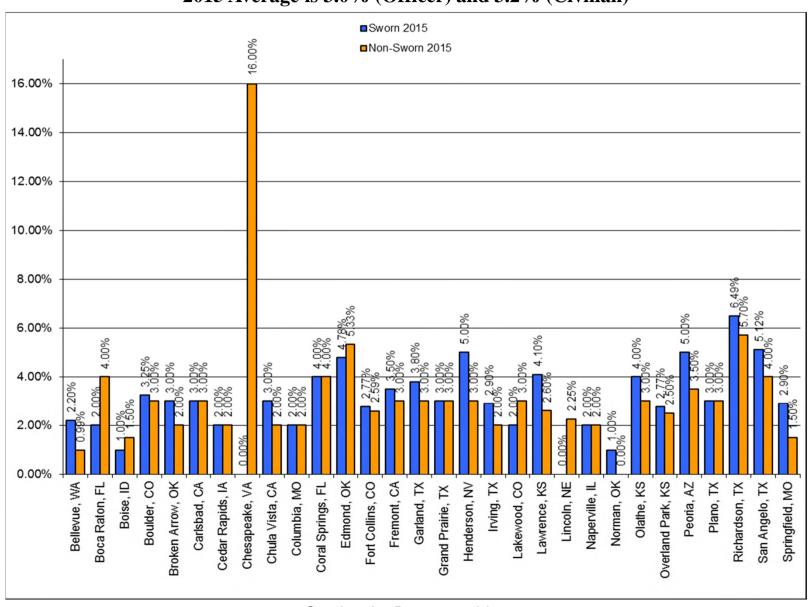
2015 Average Overtime Cost is 4.1% of the Personnel Budget

City Name	2015	2014	2013	2012	2011
Bellevue, WA *	4.2%	4.1%	4.1%	4.0%	4.0%
Boca Raton, FL	5.2%	4.1%	3.0%	4.6%	6.4%
Boise, ID	5.6%	3.6%	3.4%	3.0%	4.7%
Boulder, CO	3.0%	2.0%	2.0%	4.0%	3.0%
Broken Arrow, OK	4.0%	3.0%	3.2%	2.3%	4.0%
Carlsbad, CA	5.7%				
Cedar Rapids, IA	1.7%	1.3%	1.5%	1.6%	1.6%
Chesapeake, VA	3.9%	3.1%	3.4%	4.2%	3.5%
Chula Vista, CA	5.6%	5.8%	5.9%	6.0%	6.2%
Columbia, MO	4.0%	2.7%	3.6%	3.9%	3.9%
Coral Springs, FL	3.0%	2.6%	2.6%	2.5%	2.2%
Edmond, OK	2.8%	2.8%	2.9%	2.8%	2.8%
Fort Collins, CO	5.3%	6.8%	6.1%	7.7%	7.6%
Fremont, CA	9.2%	7.5%	6.2%	8.9%	6.2%
Garland, TX	3.1%	3.1%	3.6%	3.7%	3.4%
Grand Prairie, TX	2.6%	2.8%	4.0%	3.9%	4.6%
Henderson, NV	2.7%	2.5%	2.5%	2.3%	2.5%
Irving, TX	5.0%	4.4%	4.5%	5.1%	2.6%
Lakewood, CO	5.0%	4.0%	3.0%	3.4%	3.3%
Lawrence, KS	5.2%	5.3%	3.6%	3.4%	3.3%
Lincoln, NE	3.7%	3.6%	3.8%	2.0%	1.6%
Naperville, IL	8.0%	3.8%	3.6%	8.0%	8.0%
Norman, OK	2.0%	2.1%	2.3%	5.0%	5.0%
Olathe, KS	4.7%	4.3%	4.8%	5.3%	5.4%
Overland Park, KS	4.7%	4.8%	5.0%	5.0%	4.7%
Peoria, AZ	3.6%	3.8%	3.7%	3.7%	
Plano, TX	2.2%	2.3%	2.4%	2.3%	2.4%
Richardson, TX	3.0%	2.2%	2.2%	2.3%	2.3%
San Angelo, TX	2.1%	2.3%	2.8%	2.0%	2.0%
Springfield, MO	1.8%	1.8%	1.8%	1.9%	2.0%
Average	**4.1%**	**3.5%**	**3.5%**	**4.0%**	**3.9%**

Section A - Demographics

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Benchmark City Survey - 2015 Data
Average Salary Increase (Decrease) for 2015

2015 Average is 3.0% (Officer) and 3.2% (Civilian)

Section A - Demographics

Benchmark City Survey - 2015 Data
Average Salary Increase (Decrease) for 2015, 5 year comparison

2015 Average is 3.0% (Officer) and 3.2% (Civilian)

City Name	Sworn 2015	Non-Sworn 2015	Sworn 2014	Non-Sworn 2014	Sworn 2013	Non-Sworn 2013	Sworn 2012	Non-Sworn 2012	Sworn 2011	Non-Sworn 2011
Bellevue, WA	2.20%	0.99%	1.19%	1.07%	2.7%	2.4%	3.7%	0.0%	0.0%	0.0%
Boca Raton, FL	2.00%	4.00%	1.00%	4.00%	1.0%	0.0%	1.0%	0.0%	4.8%	0.0%
Boise, ID	1.00%	1.50%	2.00%	2.00%	2.0%	1.5%	0.0%	1.5%	0.0%	0.0%
Boulder, CO	3.25%	3.00%	3.00%	2.50%	2.5%	0.0%	1.0%	0.0%	3.5%	0.0%
Broken Arrow, OK	3.00%	2.00%	3.80%	1.00%	3.8%	2.0%	2.0%	2.0%	2.0%	2.0%
Carlsbad, CA	3.00%	3.00%								
Cedar Rapids, IA	2.00%	2.00%	2.00%	2.00%	3.0%	3.0%	3.0%	3.0%	2.5%	2.5%
Chesapeake, VA	0.00%	16.00%	1.60%	1.60%	0.0%	0.0%	1.0%	1.0%	1.5%	1.6%
Chula Vista, CA	3.00%	2.00%	0.00%	3.00%	1.0%	0.0%	3.0%	0.0%	2.0%	0.0%
Columbia, MO	2.00%	2.00%	0.00%	0.00%	0.0%	0.0%	N/A	N/A	0.0%	0.0%
Coral Springs, FL	4.00%	4.00%	5.00%	2.50%	4.0%	2.0%	4.0%	1.0%	4.0%	1.0%
Edmond, OK	4.78%	5.33%	3.88%	3.88%	3.9%	3.9%	3.0%	3.0%	2.5%	0.0%
Fort Collins, CO	2.77%	2.59%	3.00%	2.40%	2.2%	2.0%	1.7%	2.9%	0.0%	0.0%
Fremont, CA	3.50%	3.00%	2.00%	2.00%	2.0%	2.0%	0.0%	0.0%	-5.3%	-5.3%
Garland, TX	3.80%	3.00%	3.70%	3.00%	1.5%	1.0%	1.0%	0.0%	0.0%	0.0%
Grand Prairie, TX	3.00%	3.00%	3.00%	3.00%	3.0%	2.5%	2.5%	2.5%	3.0%	3.0%
Henderson, NV	5.00%	3.00%	5.00%	0.00%	5.0%	0.0%	5.0%	1.2%	5.0%	5.0%
Irving, TX	2.90%	2.00%	2.90%	0.00%	3.8%	1.8%	0.0%	0.0%	4.0%	2.5%
Lakewood, CO	2.00%	3.00%	1.00%	3.00%	2.6%	2.0%	0.0%	2.6%	2.0%	1.7%
Lawrence, KS	4.10%	2.60%	3.50%	2.30%	3.6%	2.0%	2.9%	1.6%	-0.5%	2.6%
Lincoln, NE	0.00%	2.25%	0.00%	2.25%	2.0%	2.0%	3.3%	2.0%	0.8%	1.8%
Naperville, IL	2.00%	2.00%	2.00%	2.00%	0.0%	2.0%	4.0%	2.0%	3.0%	2.0%
Norman, OK	1.00%	0.00%	2.75%	2.00%	3.0%	0.0%	3.0%	1.9%	3.0%	3.0%
Olathe, KS	4.00%	3.00%	4.00%	0.00%	3.0%	2.5%	3.0%	1.5%	0.0%	0.0%
Overland Park, KS	2.77%	2.50%	3.15%	2.19%	3.2%	2.6%	0.0%	0.0%	0.0%	0.0%
Peoria, AZ	5.00%	3.50%	5.00%	3.50%	0.0%	3.5%	5.0%	5.0%		
Plano, TX	3.00%	3.00%	3.00%	3.00%	2.0%	3.0%	2.0%	3.0%	2.0%	2.0%
Richardson, TX	6.49%	5.70%	6.35%	2.60%	3.9%	3.8%	3.8%	3.9%	3.5%	3.6%
San Angelo, TX	5.12%	4.00%	3.00%	5.00%	4.0%	2.0%	4.0%	2.0%	4.0%	3.0%
Springfield, MO	2.90%	1.50%	1.00%	1.00%	1.5%	1.5%	1.5%	1.5%	2.0%	3.2%
Average	**3.0%**	**3.2%**	**2.7%**	**2.2%**	**2.4%**	**1.8%**	**2.3%**	**1.6%**	**1.8%**	**1.3%**

Benchmark City Survey - 2015 Data
Layoffs

No Benchmark City Agency experienced employee layoffs in 2015

City Name	2015		2014		2013		2012		2011	
	Sworn	Non-Sworn	Sworn	Non-Sworn	Sworn	Non-Sworn	Sworn	Non-Sworn	Sworn	Non-Sworn
Bellevue, WA	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Boca Raton, FL	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Boise, ID	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Boulder, CO	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Broken Arrow, OK	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Carlsbad, CA	0.0	0.0								
Cedar Rapids, IA	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Chesapeake, VA	0.0	0.0	0.0	0.0	0.0	3.0	0.0	0.0	0.0	0.0
Chula Vista, CA	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0
Columbia, MO	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Coral Springs, FL	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Edmond, OK	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Fort Collins, CO	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Fremont, CA	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Garland, TX	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Grand Prairie, TX	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Henderson, NV	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Irving, TX	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Lakewood, CO	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Lawrence, KS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Lincoln, NE	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Naperville, IL	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Norman, OK	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Olathe, KS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Overland Park, KS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Peoria, AZ	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
Plano, TX	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Richardson, TX	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
San Angelo, TX	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Springfield, MO	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.5

Section A - Demographics

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Benchmark City Survey - 2015 Data

Unionization
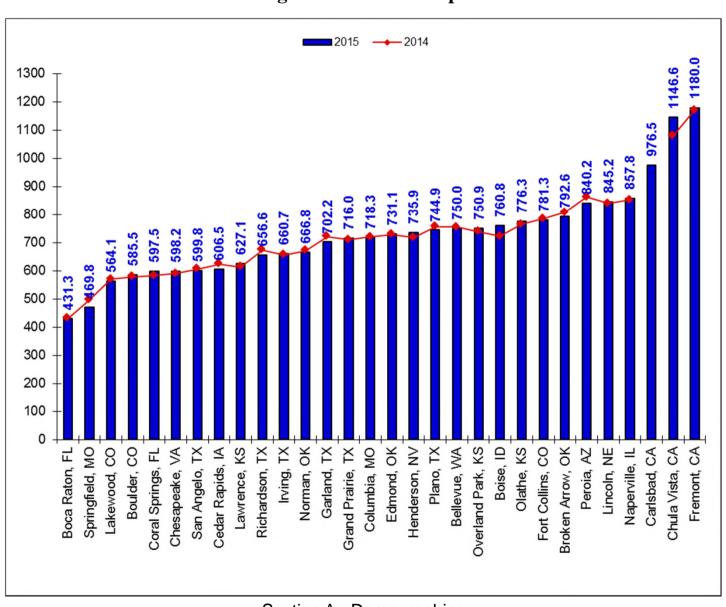
65.5% of the Benchmark City Agencies are Unionized

Unionization	
City Name	**Commissioned Officers Unionized**
Bellevue, WA	Yes
Boca Raton, FL	Yes
Boise, ID	Yes
Boulder, CO	Yes
Broken Arrow, OK	
Carlsbad, CA	Yes
Cedar Rapids, IA	Yes
Chesapeake, VA	No
Chula Vista, CA	Yes
Columbia, MO	No
Coral Springs, FL	Yes
Edmond, OK	Yes
Fort Collins, CO	Yes
Fremont, CA	Yes
Garland, TX	No
Grand Prairie, TX	No
Henderson, NV	Yes
Irving, TX	No
Lakewood, CO	No
Lawrence, KS	Yes
Lincoln, NE	Yes
Naperville, IL	Yes
Norman, OK	Yes
Olathe, KS	No
Overland Park, KS	No
Peoria, AZ	Yes
Plano, TX	No
Richardson, TX	No
San Angelo, TX	Yes
Springfield, MO	Yes

Section A - Demographics

A Coalition for Mutual Support
Benchmark City Survey - 2015 Data
Number of Citizens Per Officer, 2-Year Comparison

2015 Average is 729.0 Citizens per Officer

Section A - Demographics

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Benchmark City Survey - 2015 Data
Number of Citizens Per Officer, 5-Year Comparison
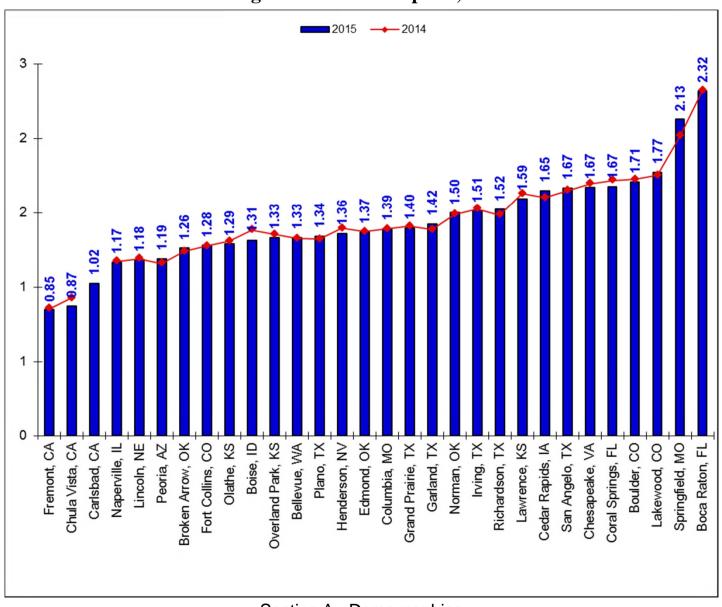
2015 Average is 729.0 Citizens per Officer

City Name	City Population	Authorized Officer Strength	2015	2014	2013	2012	2011
Bellevue, WA	135,000	180	750.0	755.1	742.1	700.0	693.3
Boca Raton, FL	87,552	203	431.3	431.0	431.0	442.1	434.5
Boise, ID	223,670	294	760.8	723.4	684.8	677.9	666.0
Boulder, CO	104,810	179	585.5	579.6	572.7	572.7	599.1
Broken Arrow, OK	107,000	135	792.6	807.7	792.3	769.8	797.2
Carlsbad, CA	112,299	115	976.5				
Cedar Rapids, IA	129,195	213	606.5	624.5	628.0	630.1	634.7
Chesapeake, VA	233,908	391	598.2	590.5	589.0	595.8	589.8
Chula Vista, CA	257,989	225	1146.6	1080.8	1052.2	1,056.7	1,065.1
Columbia, MO	118,519	165	718.3	720.1	681.8	678.1	678.1
Coral Springs, FL	124,282	208	597.5	582.2	611.2	601.6	599.5
Edmond, OK	89,926	123	731.1	729.0	728.7	709.7	714.0
Fort Collins, CO	158,600	203	781.3	784.8	768.2	746.0	778.9
Fremont, CA	226,551	192	1180.0	1,170.2	1,176.8	1,188.9	1,215.9
Garland, TX	234,533	334	702.2	722.0	723.1	706.1	708.5
Grand Prairie, TX	185,453	259	716.0	709.7	765.0	767.0	772.7
Henderson, NV	286,273	389	735.9	717.8	714.8	694	711.5
Irving, TX	228,610	346	660.7	656.2	637.7	632.5	631.2
Lakewood, CO	147,220	261	564.1	570.6	552.0	552.0	552.0
Lawrence, KS	97,193	155	627.1	614.2	614.2	596.2	596.2
Lincoln, NE	272,996	323	845.2	839.8	829.4	819.8	807.4
Naperville, IL	144,108	168	857.8	852.9	868.4	893.6	859.7
Norman, OK	119,362	179	666.8	671.5	668.0	662.4	665.0
Olathe, KS	134,308	173	776.3	765.5	756.1	744.5	748.3
Overland Park, KS	187,730	250	750.9	738.8	722.4	707.7	713.8
Peoria, AZ	163,839	195	840.2	863.0	848.4	840.6	
Plano, TX	271,140	364	744.9	756.5	761.2	759.1	766.4
Richardson, TX	102,430	156	656.6	674.3	667.9	669.7	665.8
San Angelo, TX	98,975	165	599.8	606.7	581.1	567.0	564.8
Springfield, MO	165,378	352	469.8	495.8	490.0	482.2	481.9
Average	**164,962**	**230**	**729.0**	**718.4**	**698.0**	**704.1**	**696.3**

Section A - Demographics

Benchmark City Survey - 2015 Data
Number of Officers Per 1,000 Citizens, 2-Year Comparison

2015 Average is 1.44 Officers per 1,000 Citizens

Section A - Demographics

Benchmark City Survey - 2015 Data
Number of Officers Per 1,000 Citizens, 5-Year Comparison

2015 Average is 1.44 Officers per 1,000 Citizens

City Name	City Population	Authorized Officer Strength	2015	2014	2013	2012	2011
Bellevue, WA	135,000	180	1.33	1.32	1.35	1.43	1.44
Boca Raton, FL	87,552	203	2.32	2.32	2.32	2.26	2.30
Boise, ID	223,670	294	1.31	1.38	1.46	1.48	1.50
Boulder, CO	104,810	179	1.71	1.73	1.75	1.75	1.67
Broken Arrow, OK	107,000	135	1.26	1.24	1.26	1.30	1.25
Carlsbad, CA	112,299	115	1.02				
Cedar Rapids, IA	129,195	213	1.65	1.60	1.59	1.59	1.58
Chesapeake, VA	233,908	391	1.67	1.69	1.70	1.68	1.70
Chula Vista, CA	257,989	225	0.87	0.93	0.95	0.95	0.94
Columbia, MO	118,519	165	1.39	1.39	1.47	1.47	1.47
Coral Springs, FL	124,282	208	1.67	1.72	1.64	1.66	1.67
Edmond, OK	89,926	123	1.37	1.37	1.37	1.41	1.40
Fort Collins, CO	158,600	203	1.28	1.27	1.30	1.34	1.28
Fremont, CA	226,551	192	0.85	0.85	0.85	0.84	0.82
Garland, TX	234,533	334	1.42	1.39	1.38	1.42	1.41
Grand Prairie, TX	185,453	259	1.40	1.41	1.31	1.30	1.33
Henderson, NV	286,273	389	1.36	1.39	1.40	1.44	1.41
Irving, TX	228,610	346	1.51	1.52	1.57	1.58	1.58
Lakewood, CO	147,220	261	1.77	1.75	1.81	1.81	1.81
Lawrence, KS	97,193	155	1.59	1.63	1.63	1.68	1.68
Lincoln, NE	272,996	323	1.18	1.19	1.21	1.22	1.24
Naperville, IL	144,108	168	1.17	1.17	1.15	1.12	1.16
Norman, OK	119,362	179	1.50	1.49	1.50	1.51	1.50
Olathe, KS	134,308	173	1.29	1.31	1.32	1.34	1.34
Overland Park, KS	187,730	250	1.33	1.35	1.38	1.41	1.40
Peoria, AZ	163,839	195	1.19	1.16	1.18	1.19	
Plano, TX	271,140	364	1.34	1.32	1.31	1.32	1.30
Richardson, TX	102,430	156	1.52	1.48	1.50	1.49	1.50
San Angelo, TX	98,975	165	1.67	1.65	1.72	1.76	1.77
Springfield, MO	165,378	352	2.13	2.02	2.04	2.07	2.08
Average	**164,962**	**230**	**1.44**	**1.45**	**1.43**	**1.45**	**1.44**

Section A - Demographics

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Benchmark City Survey - 2015 Data
Command Structure

City Name	Total Authorized Officers	Executive Level (Chief and 2 steps below)		Mid Level (Ranks 3 steps below the Chief to 1 step above First Line Supervisor)		First Line Supervisor		Line Officer (All ranks below First Line Supervisor)	
Bellevue, WA	180	6	3.3%	8	4.4%	21	11.7%	145	80.6%
Boca Raton, FL	203	8	3.9%	8	3.9%	24	11.8%	159	78.3%
Boise, ID	294	7	2.4%	13	4.4%	28	9.5%	246	83.7%
Boulder, CO	179	9	5.0%	0	0.0%	24	13.4%	146	81.6%
Broken Arrow, OK	135	5	3.7%	7	5.2%	17	12.6%	106	78.5%
Carlsbad, CA	115	10	8.7%	0	0.0%	16	13.9%	89	77.4%
Cedar Rapids, IA	213	5	2.3%	13	6.1%	27	12.7%	168	78.9%
Chesapeake, VA	391	5	1.3%	33	8.4%	38	9.7%	312	79.8%
Chula Vista, CA	225	4	1.8%	9	4.0%	25	11.1%	187	83.1%
Columbia, MO	165	5	3.0%	7	4.2%	24	14.5%	129	78.2%
Coral Springs, FL	208	7	3.4%	4	1.9%	25	12.0%	172	82.7%
Edmond, OK	123	7	5.7%	4	3.3%	14	11.4%	98	79.7%
Fort Collins, CO	203	14	6.9%	0	0.0%	24	11.8%	165	81.3%
Fremont, CA	192	12	6.3%	0	0.0%	30	15.6%	150	78.1%
Garland, TX	334	5	1.5%	8	2.4%	36	10.8%	285	85.3%
Grand Prairie, TX	259	5	1.9%	8	3.1%	26	10.0%	220	84.9%
Henderson, NV	389	10	2.6%	17	4.4%	35	9.0%	327	84.1%
Irving, TX	346	10	2.9%	17	4.9%	40	11.6%	279	80.6%
Lakewood, CO	261	14	5.4%	0	0.0%	34	13.0%	213	81.6%
Lawrence, KS	155	7	4.5%	0	0.0%	18	11.6%	130	83.9%
Lincoln, NE	323	18	5.6%	0	0.0%	50	15.5%	255	78.9%
Naperville, IL	168	3	1.8%	7	4.2%	24	14.3%	134	79.8%
Norman, OK	179	4	2.2%	7	3.9%	19	10.6%	149	83.2%
Olathe, KS	173	7	4.0%	4	2.3%	21	12.1%	141	81.5%
Overland Park, KS	250	7	2.8%	15	6.0%	29	11.6%	199	79.6%
Peoria, AZ	195	6	3.1%	10	5.1%	25	12.8%	154	79.0%
Plano, TX	364	7	1.9%	14	3.8%	38	10.4%	305	83.8%
Richardson, TX	156	6	3.8%	6	3.8%	20	12.8%	124	79.5%
San Angelo, TX	165	4	2.4%	7	4.2%	28	17.0%	126	76.4%
Springfield, MO	352	7	2.0%	13	3.7%	32	9.1%	126	35.8%
Average	**230**	**7**	**3.5%**	**8**	**3.3%**	**27**	**12.1%**	**181**	**79.3%**

Section A - Demographics

Benchmark City Survey - 2015 Data

Officer Assignments

City Name	Total Authorized Strength	% of Total Authorized Strength	Command Staff (Division Commanders and above)	Communications	Crime Analysis	Personnel	Professional Standards Internal Affairs Unit	Property Room	Police Records	Training	All Other
Bellevue, WA	17 of 180	9.4%	6	0	1	3	2	0	0	2	3
Boca Raton, FL	13 of 203	6.4%	8	0	0	1	2	0	0	2	0
Boise, ID	15 of 294	5.1%	7	0	0	3	0	0	0	3	2
Boulder, CO	11 of 179	6.1%	9	0	0	0	1	0	0	1	0
Broken Arrow, OK	12 of 135	8.9%	5	1	0	2	2	0	0	2	0
Carlsbad, CA	7 of 115	6.1%	3	0	0	1	2	0	0	0	1
Cedar Rapids, IA	22 of 213	10.3%	5	0	0	0	1	0	0	1	15
Chesapeake, VA	53 of 391	13.6%	14	2	0	2	4	2	1	9	19
Chula Vista, CA	12 of 225	5.3%	4	1	0	3	2	0	0	2	0
Columbia, MO	19 of 165	11.5%	12	2	0	1	2	0	1	1	0
Coral Springs, FL	11 of 208	5.3%	7	0	0	0	1	0	0	3	0
Edmond, OK	12 of 123	9.8%	7	0	1	0	0	0	0	3	1
Fort Collins, CO	12 of 203	5.9%	5	0	0	5	2	0	0	0	0
Fremont, CA	12 of 192	6.3%	4	0	0	3	2	0	0	1	2
Garland, TX	30 of 334	9.0%	13	0	0	3	2	0	0	5	7
Grand Prairie, TX	18 of 259	6.9%	5	0	1	3	1	0	0	3	5
Henderson, NV	111 of 389	28.5%	10	0	0	4	4	0	0	22	71
Irving, TX	46 of 346	13.3%	10	1	0	4	2	0	0	5	24
Lakewood, CO	9 of 261	3.4%	4	0	0	0	3	0	0	2	0
Lawrence, KS	24 of 155	15.5%	7	0	0	0	1	2	0	3	11
Lincoln, NE	31 of 323	9.6%	18	0	0	1	1	0	0	5	6
Naperville, IL	14 of 168	8.3%	10	0	0	0	1	0	0	3	0
Norman, OK	17 of 179	9.5%	11	0	1	1	1	0	0	3	0
Olathe, KS	16 of 173	9.2%	7	0	0	3	2	0	0	2	2
Overland Park, KS	25 of 250	10.0%	7	1	0	4	5	0	1	4	3
Peoria, AZ	17 of 195	8.7%	6	0	0	1	3	0	0	2	5
Plano, TX	29 of 364	8.0%	7	0	0	0	5	0	0	3	14
Richardson, TX	9 of 156	5.8%	6	0	0	0	2	0	0	0	1
San Angelo, TX	26 of 165	15.8%	4	2	0	1	2	1	0	4	12
Springfield, MO	27 of 352	7.7%	7	0	3	2	4	0	0	11	0
Average	**22 of 225**	**9.8%**	**7.6**	**0.3**	**0.2**	**1.7**	**2.1**	**0.2**	**0.1**	**3.6**	**6.8**

Benchmark City Survey – 2015 Data
Officer Assignments

City Name	Total Authorized Strength	% of Total Authorized Strength	Community Oriented Policing	Emergency Response Units	Intelligence	Investigations	K-9 Unit	Patrol	Traffic
Bellevue, WA	150 of 180	83.3%	10	0	1	26	4	89	20
Boca Raton, FL	161 of 203	79.3%	0	0	5	24	3	116	13
Boise, ID	250 of 294	85.0%	28	0	2	32	12	165	11
Boulder, CO	155 of 179	86.6%	0	0	1	25	0	116	13
Broken Arrow, OK	107 of 135	79.3%	0	0	0	15	4	80	8
Carlsbad, CA	98 of 115	85.2%	0	0	0	18	4	66	10
Cedar Rapids, IA	165 of 213	77.5%	0	0	1	27	7	125	5
Chesapeake, VA	294 of 391	75.2%	0	0	6	44	8	224	12
Chula Vista, CA	186 of 225	82.7%	10	0	3	23	6	135	9
Columbia, MO	136 of 165	82.4%	6	1	7	15	3	99	5
Coral Springs, FL	167 of 208	80.3%	10	0	9	24	6	108	10
Edmond, OK	99 of 123	80.5%	0	0	0	13	3	75	8
Fort Collins, CO	165 of 203	81.3%	25	1	0	29	4	99	7
Fremont, CA	163 of 192	84.9%	0	0	2	24	6	118	13
Garland, TX	261 of 334	78.1%	26	0	7	42	2	165	19
Grand Prairie, TX	215 of 259	83.0%	8	5	2	35	2	148	15
Henderson, NV	269 of 389	69.2%	8	11	0	48	6	174	22
Irving, TX	247 of 346	71.4%	4	13	1	46	2	162	19
Lakewood, CO	234 of 261	89.7%	7	0	3	51	3	156	14
Lawrence, KS	121 of 155	78.1%	3	0	0	21	2	95	0
Lincoln, NE	266 of 323	82.4%	0	0	0	40	5	212	9
Naperville, IL	136 of 168	81.0%	0	0	2	26	3	99	6
Norman, OK	145 of 179	81.0%	1	0	0	22	4	112	6
Olathe, KS	139 of 173	80.3%	0	0	0	17	3	105	14
Overland Park, KS	196 of 250	78.4%	8	18	0	34	3	116	17
Peoria, AZ	167 of 195	85.6%	3	0	0	28	4	118	14
Plano, TX	306 of 364	84.1%	25	0	6	55	3	192	25
Richardson, TX	126 of 156	80.8%	0	0	0	27	2	90	7
San Angelo, TX	129 of 165	78.2%	4	0	2	24	4	89	6
Springfield, MO	308 of 352	87.5%	35	7	0	56	6	180	24
Average	**181 of 225**	**80.7%**	**7.4**	**1.9**	**2.0**	**30.4**	**4.1**	**127.6**	**12.0**

Section A - Demographics

Benchmark City Survey - 2015 Data
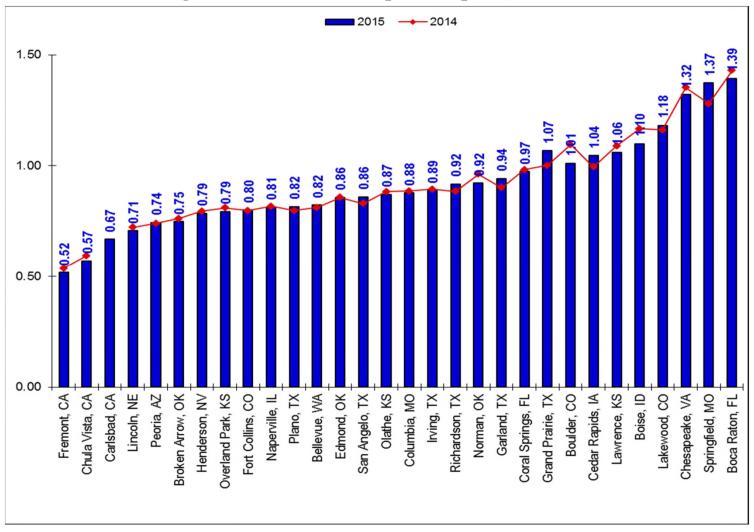## Officer Assignments

City Name	Total Authorized Strength	% of Total Authorized Strength	Crime Prevention	DARE or Equivalent Program	Evidence Technician Crime Lab	Narcotics	School Resource Officers	Task Force
Bellevue, WA	13 of 180	7.2%	1	0	0	5	7	0
Boca Raton, FL	16 of 203	7.9%	6	0	0	9	0	1
Boise, ID	35 of 294	11.9%	0	0	0	9	22	4
Boulder, CO	13 of 179	7.3%	3	0	0	0	6	4
Broken Arrow, OK	12 of 135	8.9%	0	0	2	0	5	5
Carlsbad, CA	10 of 115	8.7%	0	0	0	4	4	2
Cedar Rapids, IA	26 of 213	12.2%	0	0	5	6	10	5
Chesapeake, VA	40 of 391	10.2%	3	0	2	23	11	1
Chula Vista, CA	27 of 225	12.0%	0	0	0	7	10	10
Columbia, MO	10 of 165	6.1%	0	0	0	5	4	1
Coral Springs, FL	31 of 208	14.9%	0	0	0	9	17	5
Edmond, OK	12 of 123	9.8%	1	0	0	3	5	3
Fort Collins, CO	26 of 203	12.8%	0	0	5	0	12	9
Fremont, CA	17 of 192	8.9%	0	0	6	0	7	4
Garland, TX	43 of 334	12.9%	0	0	0	7	30	6
Grand Prairie, TX	26 of 259	10.0%	2	0	0	7	14	3
Henderson, NV	12 of 389	3.1%	0	2	0	8	0	2
Irving, TX	53 of 346	15.3%	6	0	6	17	23	1
Lakewood, CO	19 of 261	7.3%	0	0	1	0	7	11
Lawrence, KS	10 of 155	6.5%	0	0	0	6	4	0
Lincoln, NE	26 of 323	8.0%	2	0	1	16	6	1
Naperville, IL	18 of 168	10.7%	0	0	0	8	8	2
Norman, OK	17 of 179	9.5%	2	0	0	7	6	2
Olathe, KS	18 of 173	10.4%	0	0	1	4	11	2
Overland Park, KS	29 of 250	11.6%	1	0	2	4	17	5
Peoria, AZ	11 of 195	5.6%	0	0	0	5	4	2
Plano, TX	29 of 364	8.0%	4	0	0	9	11	5
Richardson, TX	21 of 156	13.5%	6	0	0	0	12	3
San Angelo, TX	10 of 165	6.1%	2	2	0	6	0	0
Springfield, MO	17 of 352	4.8%	2	0	0	11	0	4
Average	**21 of 225**	**9.4%**	**1.4**	**0.1**	**1.0**	**6.5**	**9.1**	**3.4**

Section A - Demographics

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Benchmark City Survey - 2015 Data
Number of First Responders Per 1,000 Citizens, 2-Year Comparison

2015 Average Number of First Responders per 1,000 Citizen is 0.91

First Responders are defined as Commissioned Police Officers below the rank of First Line Supervisor assigned duties in any of the following units: Community Oriented Policing, Emergency Response, K-9, Patrol, School Resource Officer, or Traffic.

Section A - Demographics

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Benchmark City Survey - 2015 Data
Number of First Responders Per 1,000 Citizens, 5-Year Comparison
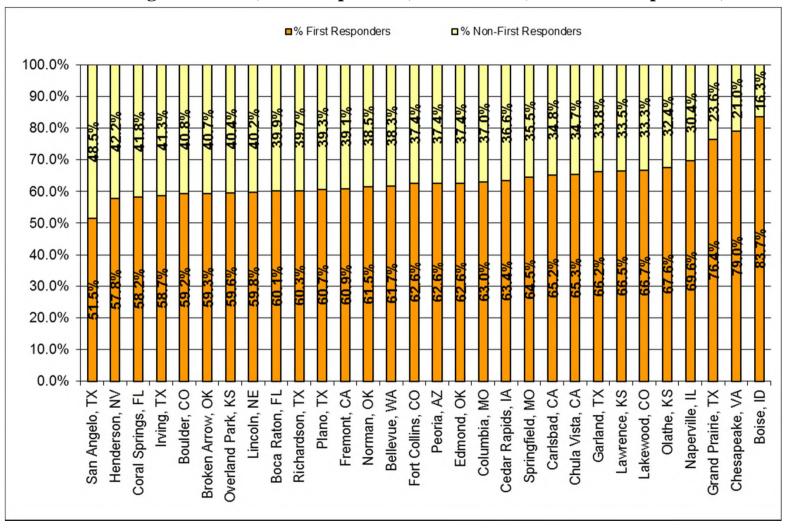
2015 Average Number of First Responders per 1,000 Citizen is 0.91

City Name	City Population	First Responders	2015	2014	2013	2012	2011
Bellevue, WA	135,000	111	0.82	0.81	0.83	0.81	0.75
Boca Raton, FL	87,552	122	1.39	1.43	1.43	1.43	1.41
Boise, ID	223,670	246	1.10	1.17	1.24	1.25	1.27
Boulder, CO	104,810	106	1.01	1.10	1.10	1.03	0.98
Broken Arrow, OK	107,000	80	0.75	0.76	0.78	0.80	0.79
Carlsbad, CA	112,299	75	0.67				
Cedar Rapids, IA	129,195	135	1.04	1.00	0.96	0.96	0.95
Chesapeake, VA	233,908	309	1.32	1.35	1.35	1.35	1.34
Chula Vista, CA	257,989	147	0.57	0.59	0.65	0.57	0.56
Columbia, MO	118,519	104	0.88	0.89	0.91	0.93	0.91
Coral Springs, FL	124,282	121	0.97	0.98	0.95	0.96	0.96
Edmond, OK	89,926	77	0.86	0.86	0.84	0.93	0.92
Fort Collins, CO	158,600	127	0.80	0.80	0.78	0.83	0.83
Fremont, CA	226,551	117	0.52	0.54	0.53	0.51	0.49
Garland, TX	234,533	221	0.94	0.90	0.90	0.92	0.86
Grand Prairie, TX	185,453	198	1.07	1.00	0.82	0.82	0.67
Henderson, NV	286,273	225	0.79	0.80	0.80	0.82	0.80
Irving, TX	228,610	203	0.89	0.89	0.92	0.93	0.93
Lakewood, CO	147,220	174	1.18	1.16	1.20	1.15	1.15
Lawrence, KS	97,193	103	1.06	1.09	1.11	1.08	1.08
Lincoln, NE	272,996	193	0.71	0.72	0.75	0.77	0.76
Naperville, IL	144,108	117	0.81	0.82	0.80	0.78	0.80
Norman, OK	119,362	110	0.92	0.96	0.95	0.95	0.96
Olathe, KS	134,308	117	0.87	0.88	0.89	0.91	0.91
Overland Park, KS	187,730	149	0.79	0.81	0.74	0.75	0.76
Peoria, AZ	163,839	122	0.74	0.74	0.77	0.77	
Plano, TX	271,140	221	0.82	0.80	0.77	0.79	0.78
Richardson, TX	102,430	94	0.92	0.88	0.89	0.90	0.90
San Angelo, TX	98,975	85	0.86	0.83	0.88	1.06	1.01
Springfield, MO	165,378	227	1.37	1.28	1.29	1.19	1.24
Average	**164,962**	**147.9**	**0.91**	**0.93**	**0.88**	**0.86**	**0.85**

First Responders are defined as Commissioned Police Officers below the rank of First Line Supervisor assigned duties in any of the following units: Community Oriented Policing, Emergency Response, K-9, Patrol, School Resource Officer, or Traffic.

Benchmark City Survey - 2015 Data

First Responders vs. Non-First Responders

2015 Average is 63.8% (First Responders) and 36.2% (Non-First Responders)

First Responders are defined as Commissioned Police Officers below the rank of First Line Supervisor assigned duties in any of the following units: Community Oriented Policing, Emergency Response, K-9, Patrol, School Resource Officer, or Traffic.

Section A - Demographics

Benchmark City Survey - 2015 Data

First Responders vs. Non-First Responders
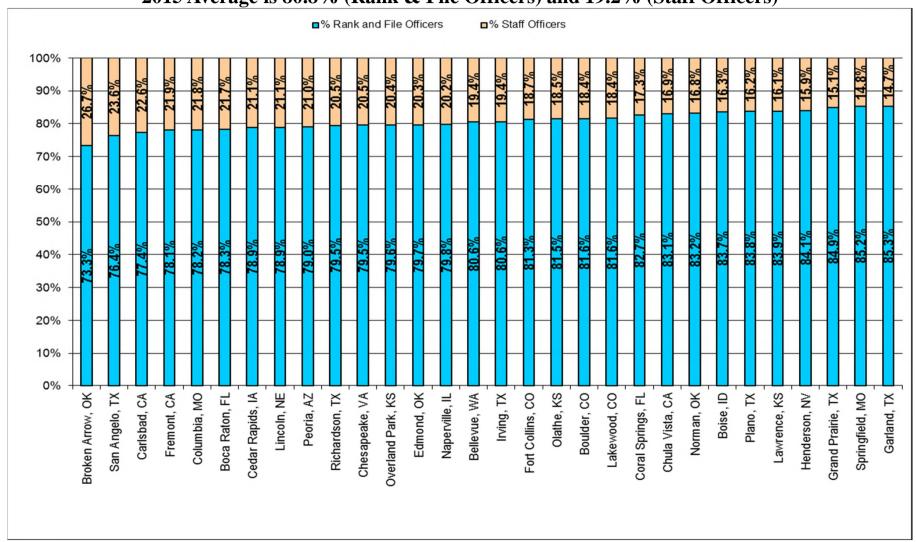
2015 Average is 64.3% (First Responders) and 35.7% (Non-First Responders)

City Name	All Officers	First Responders	Non-First Responders	% First Responders	% Non-First Responders	Ratio: First Responders to Non-First Responders	
San Angelo, TX	165	85	80	51.5%	48.5%	1.06	to 1
Henderson, NV	389	225	164	57.8%	42.2%	1.37	to 1
Coral Springs, FL	208	121	87	58.2%	41.8%	1.39	to 1
Irving, TX	346	203	143	58.7%	41.3%	1.42	to 1
Boulder, CO	179	106	73	59.2%	40.8%	1.45	to 1
Broken Arrow, OK	135	80	55	59.3%	40.7%	1.45	to 1
Overland Park, KS	250	149	101	59.6%	40.4%	1.48	to 1
Lincoln, NE	323	193	130	59.8%	40.2%	1.48	to 1
Boca Raton, FL	203	122	81	60.1%	39.9%	1.51	to 1
Richardson, TX	156	94	62	60.3%	39.7%	1.52	to 1
Plano, TX	364	221	143	60.7%	39.3%	1.55	to 1
Fremont, CA	192	117	75	60.9%	39.1%	1.56	to 1
Norman, OK	179	110	69	61.5%	38.5%	1.59	to 1
Bellevue, WA	180	111	69	61.7%	38.3%	1.61	to 1
Fort Collins, CO	203	127	76	62.6%	37.4%	1.67	to 1
Peoria, AZ	195	122	73	62.6%	37.4%	1.67	to 1
Edmond, OK	123	77	46	62.6%	37.4%	1.67	to 1
Columbia, MO	165	104	61	63.0%	37.0%	1.70	to 1
Cedar Rapids, IA	213	135	78	63.4%	36.6%	1.73	to 1
Springfield, MO	352	227	125	64.5%	35.5%	1.82	to 1
Carlsbad, CA	115	75	40	65.2%	34.8%	1.88	to 2
Chula Vista, CA	225	147	78	65.3%	34.7%	1.88	to 1
Garland, TX	334	221	113	66.2%	33.8%	1.96	to 1
Lawrence, KS	155	103	52	66.5%	33.5%	1.98	to 1
Lakewood, CO	261	174	87	66.7%	33.3%	2.00	to 1
Olathe, KS	173	117	56	67.6%	32.4%	2.09	to 1
Naperville, IL	168	117	51	69.6%	30.4%	2.29	to 1
Grand Prairie, TX	259	198	61	76.4%	23.6%	3.25	to 1
Chesapeake, VA	391	309	82	79.0%	21.0%	3.77	to 1
Boise, ID	294	246	48	83.7%	16.3%	5.13	to 1
Average	**230**	**148**	**82**	**63.8%**	**36.2%**	**1.90**	**to 1**

First Responders are defined as Commissioned Police Officers below the rank of First Line Supervisor assigned duties in any of the following units: Community Oriented Policing, Emergency Response, K-9, Patrol, School Resource Officer, or Traffic.

Section A - Demographics

Benchmark City Survey - 2015 Data

Rank and File Officers and Staff Officers as a % of All Officers

2015 Average is 80.8% (Rank & File Officers) and 19.2% (Staff Officers)

Rank and File Officers are defined as any Officer below the rank of First Line Supervisor.
Staff Officers are defined as any Officer in the rank of First Line Supervisor or above.

Section A - Demographics

Benchmark City Survey - 2015 Data

Rank and File Officers and Staff Officers as a % of All Officers

2015 Average is 80.8% (Rank & File Officers) and 19.2% (Staff Officers)
2015 Average Ratio of Staff Officers to Rank & File Officers is 1 to 4.34

City Name	Authorized Strength	Staff Officers	Rank and File	% Rank and File Officers	% Staff Officers	Ratio of Staff Officers to Rank and File
Broken Arrow, OK	135	36	99	73.3%	26.7%	1 to 2.75
San Angelo, TX	165	39	126	76.4%	23.6%	1 to 3.23
Carlsbad, CA	115	26	89	77.4%	22.6%	1 to 3.42
Fremont, CA	192	42	150	78.1%	21.9%	1 to 3.57
Columbia, MO	165	36	129	78.2%	21.8%	1 to 3.58
Boca Raton, FL	203	44	159	78.3%	21.7%	1 to 3.61
Cedar Rapids, IA	213	45	168	78.9%	21.1%	1 to 3.73
Lincoln, NE	323	68	255	78.9%	21.1%	1 to 3.75
Peoria, AZ	195	41	154	79.0%	21.0%	1 to 3.76
Richardson, TX	156	32	124	79.5%	20.5%	1 to 3.88
Chesapeake, VA	391	80	311	79.5%	20.5%	1 to 3.89
Overland Park, KS	250	51	199	79.6%	20.4%	1 to 3.90
Edmond, OK	123	25	98	79.7%	20.3%	1 to 3.92
Naperville, IL	168	34	134	79.8%	20.2%	1 to 3.94
Bellevue, WA	180	35	145	80.6%	19.4%	1 to 4.14
Irving, TX	346	67	279	80.6%	19.4%	1 to 4.16
Fort Collins, CO	203	38	165	81.3%	18.7%	1 to 4.34
Olathe, KS	173	32	141	81.5%	18.5%	1 to 4.41
Boulder, CO	179	33	146	81.6%	18.4%	1 to 4.42
Lakewood, CO	261	48	213	81.6%	18.4%	1 to 4.44
Coral Springs, FL	208	36	172	82.7%	17.3%	1 to 4.78
Chula Vista, CA	225	38	187	83.1%	16.9%	1 to 4.92
Norman, OK	179	30	149	83.2%	16.8%	1 to 4.97
Boise, ID	294	48	246	83.7%	16.3%	1 to 5.13
Plano, TX	364	59	305	83.8%	16.2%	1 to 5.17
Lawrence, KS	155	25	130	83.9%	16.1%	1 to 5.20
Henderson, NV	389	62	327	84.1%	15.9%	1 to 5.27
Grand Prairie, TX	259	39	220	84.9%	15.1%	1 to 5.64
Springfield, MO	352	52	300	85.2%	14.8%	1 to 5.77
Garland, TX	334	49	285	85.3%	14.7%	1 to 5.82
Average	**230**	**43**	**187**	**80.8%**	**19.2%**	**1 to 4.34**

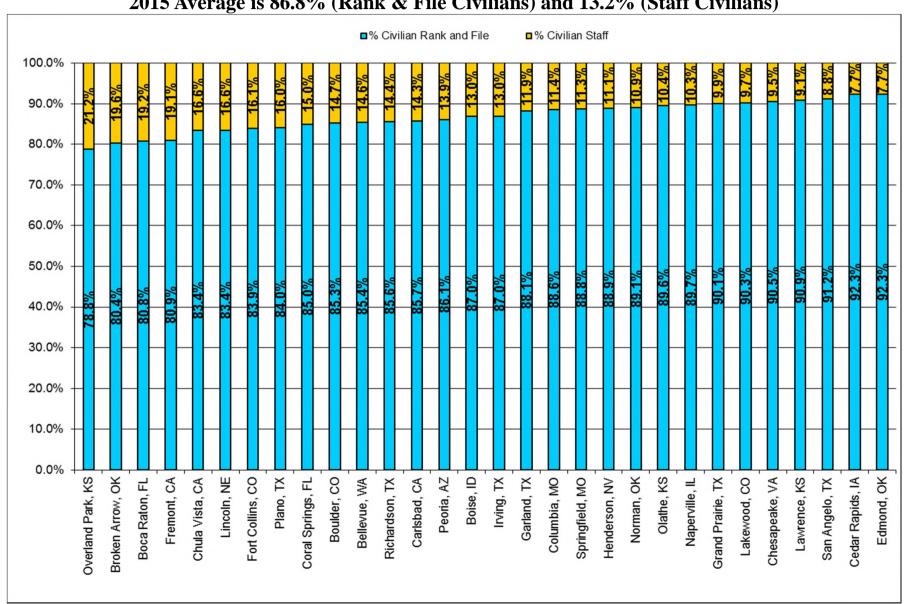Rank and File Officers are defined as any Officer below the rank of First Line Supervisor.
Staff Officers are defined as any Officer in the rank of First Line Supervisor or above.

Section A - Demographics

Benchmark City Survey - 2015 Data

Civilian Staff and Civilian Rank & File as a % of Total Civilian Strength

2015 Average is 86.8% (Rank & File Civilians) and 13.2% (Staff Civilians)

Section A - Demographics

A Coalition for Mutual Support

Benchmark City Survey - 2015 Data

Civilian Staff and Civilian Rank & File as a % of Total Strength
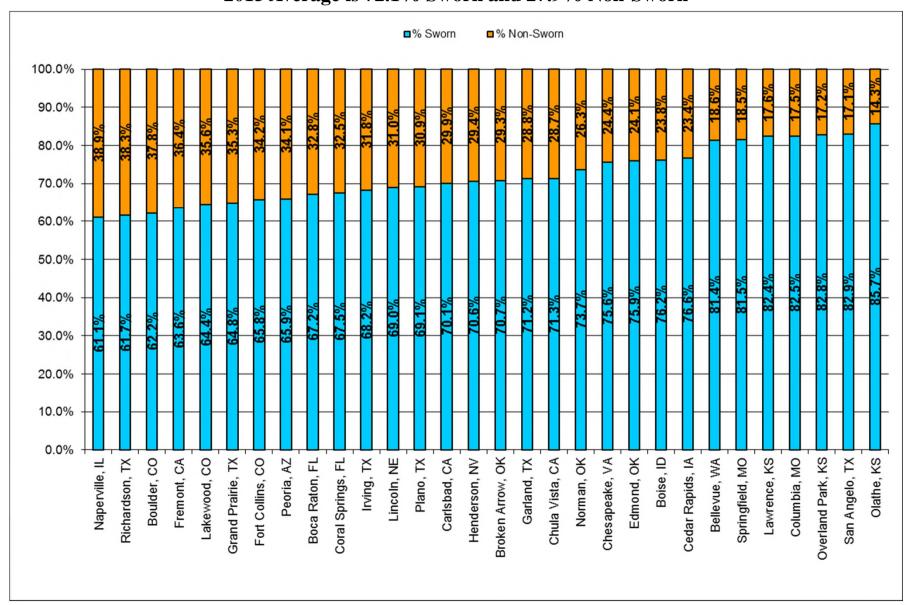
2015 Average is 86.8% (Rank & File Civilians) and 13.2% (Staff Civilians)
2015 Average Ratio of Staff Civilians to Rank & File Civilians is 1 to 6.45

City Name	Authorized Civilian Strength	Civilian Staff	Civilian Rank and File	% Civilian Rank and File	% Civilian Staff	Ratio of Civilian Staff to Civilian Rank and File
Overland Park, KS	52	11	41	78.8%	21.2%	1 to 3.73
Broken Arrow, OK	56	11	45	80.4%	19.6%	1 to 4.09
Boca Raton, FL	99	19	80	80.8%	19.2%	1 to 4.21
Fremont, CA	110	21	89	80.9%	19.1%	1 to 4.24
Chula Vista, CA	91	15	76	83.4%	16.6%	1 to 5.03
Lincoln, NE	145	24	121	83.4%	16.6%	1 to 5.04
Fort Collins, CO	106	17	89	83.9%	16.1%	1 to 5.21
Plano, TX	163	26	137	84.0%	16.0%	1 to 5.27
Coral Springs, FL	100	15	85	85.0%	15.0%	1 to 5.67
Boulder, CO	109	16	93	85.3%	14.7%	1 to 5.81
Bellevue, WA	41	6	35	85.4%	14.6%	1 to 5.83
Richardson, TX	97	14	83	85.6%	14.4%	1 to 5.93
Carlsbad, CA	49	7	42	85.7%	14.3%	1 to 6.00
Peoria, AZ	101	14	87	86.1%	13.9%	1 to 6.21
Boise, ID	92	12	80	87.0%	13.0%	1 to 6.67
Irving, TX	161	21	140	87.0%	13.0%	1 to 6.67
Garland, TX	135	16	119	88.1%	11.9%	1 to 7.44
Columbia, MO	35	4	31	88.6%	11.4%	1 to 7.75
Springfield, MO	80	9	71	88.8%	11.3%	1 to 7.89
Henderson, NV	162	18	144	88.9%	11.1%	1 to 8.00
Norman, OK	64	7	57	89.1%	10.9%	1 to 8.14
Olathe, KS	29	3	26	89.6%	10.4%	1 to 8.60
Naperville, IL	107	11	96	89.7%	10.3%	1 to 8.72
Grand Prairie, TX	141	14	127	90.1%	9.9%	1 to 9.07
Lakewood, CO	144	14	130	90.3%	9.7%	1 to 9.29
Chesapeake, VA	126	12	114	90.5%	9.5%	1 to 9.50
Lawrence, KS	33	3	30	90.9%	9.1%	1 to 10.00
San Angelo, TX	34	3	31	91.2%	8.8%	1 to 10.33
Cedar Rapids, IA	65	5	60	92.3%	7.7%	1 to 12.00
Edmond, OK	39	3	36	92.3%	7.7%	1 to 12.00
Average	**92**	**13**	**85**	**86.8%**	**13.2%**	**1 to 6.45**

Section A - Demographics

Benchmark City Survey - 2015 Data
Sworn and Non-Sworn as a % of Total Strength

2015 Average is 72.1% Sworn and 27.9% Non-Sworn

Section A - Demographics

Benchmark City Survey - 2015 Data

Sworn and Non-Sworn as a % of Total Strength
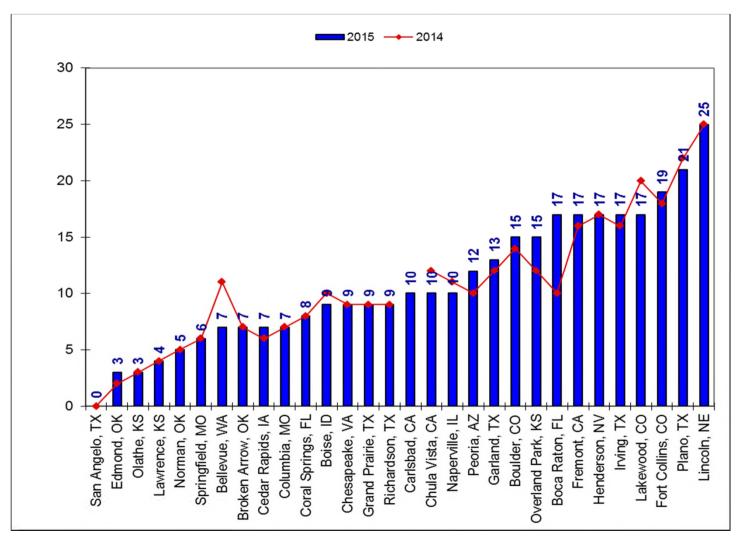
2015 Average is 72.1% Sworn and 27.9% Non-Sworn

City Name	Authorized Personnel	Sworn	Non-Sworn	% Sworn	% Non-Sworn
Naperville, IL	275	168	107	61.1%	38.9%
Richardson, TX	253	156	97	61.7%	38.3%
Boulder, CO	288	179	109	62.2%	37.8%
Fremont, CA	302	192	110	63.6%	36.4%
Lakewood, CO	405	261	144	64.4%	35.6%
Grand Prairie, TX	400	259	141	64.8%	35.3%
Fort Collins, CO	309	203	106	65.8%	34.2%
Peoria, AZ	296	195	101	65.9%	34.1%
Boca Raton, FL	302	203	99	67.2%	32.8%
Coral Springs, FL	308	208	100	67.5%	32.5%
Irving, TX	507	346	161	68.2%	31.8%
Lincoln, NE	468	323	145	69.0%	31.0%
Plano, TX	527	364	163	69.1%	30.9%
Carlsbad, CA	164	115	49	70.1%	29.9%
Henderson, NV	551	389	162	70.6%	29.4%
Broken Arrow, OK	191	135	56	70.7%	29.3%
Garland, TX	469	334	135	71.2%	28.8%
Chula Vista, CA	316	225	91	71.3%	28.7%
Norman, OK	243	179	64	73.7%	26.3%
Chesapeake, VA	517	391	126	75.6%	24.4%
Edmond, OK	162	123	39	75.9%	24.1%
Boise, ID	386	294	92	76.2%	23.8%
Cedar Rapids, IA	278	213	65	76.6%	23.4%
Bellevue, WA	221	180	41	81.4%	18.6%
Springfield, MO	432	352	80	81.5%	18.5%
Lawrence, KS	188	155	33	82.4%	17.6%
Columbia, MO	200	165	35	82.5%	17.5%
Overland Park, KS	302	250	52	82.8%	17.2%
San Angelo, TX	199	165	34	82.9%	17.1%
Olathe, KS	202	173	29	85.7%	14.3%
Average	**322**	**230**	**92**	**72.1%**	**27.9%**

Section A - Demographics

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Benchmark City Survey - 2015 Data

Women in Staff Positions, 2-Year Comparison

2015 Average is 10.9 Women in Staff Positions

Sergeant & above and Civilian equivalents

Benchmark City Survey - 2015 Data
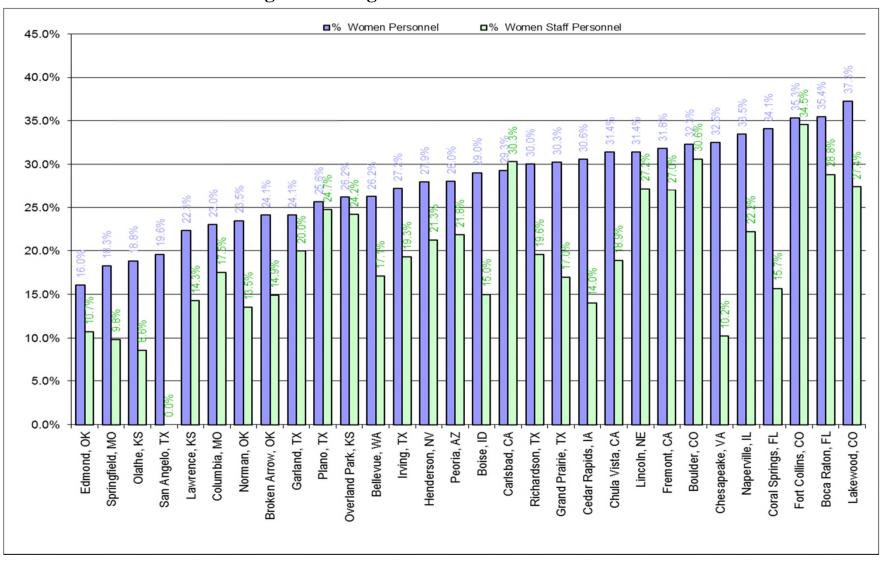## Women in Staff Positions, 5-Year Comparison

2015 Average is 10.9 Women in Staff Positions

City Name	2015	2014	2013	2012	2011
Bellevue, WA	7	11	10	12	12
Boca Raton, FL	17	10	6	5	6
Boise, ID	9	10	9	10	7
Boulder, CO	15	14	17	18	18
Broken Arrow, OK	7	7	7	8	6
Carlsbad, CA	10				
Cedar Rapids, IA	7	6	6	7	5
Chesapeake, VA	9	9	7	8	7
Chula Vista, CA	10	12	11	10	11
Columbia, MO	7	7	10	6	8
Coral Springs, FL	8	8	8	8	8
Edmond, OK	3	2	2	2	2
Fort Collins, CO	19	18	18	15	15
Fremont, CA	17	16	18	18	17
Garland, TX	13	12	14	11	11
Grand Prairie, TX	9	9	7	2	1
Henderson, NV	17	17	15	16	21
Irving, TX	17	16	17	17	17
Lakewood, CO	17	20	19	14	12
Lawrence, KS	4	4	3	2	2
Lincoln, NE	25	25	30	23	23
Naperville, IL	10	11	10	12	12
Norman, OK	5	5	4	4	4
Olathe, KS	3	3	4	4	4
Overland Park, KS	15	12	12	12	9
Peoria, AZ	12	10	9	8	
Plano, TX	21	22	21	21	21
Richardson, TX	9	9	9	9	9
San Angelo, TX	0	0	0	0	1
Springfield, MO	6	6	6	7	7
Average	10.9	10.7	10.7	8.5	8.5

Sergeant & above and Civilian equivalents

Section A - Demographics

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Benchmark City Survey - 2015 Data

Percentage of Women in Staff Positions compared to Percentage of All Women Personnel

2015 Average Percentage of Women in Staff Positions is 19.8%

Sergeant & above and Civilian equivalents

Benchmark City Survey - 2015 Data
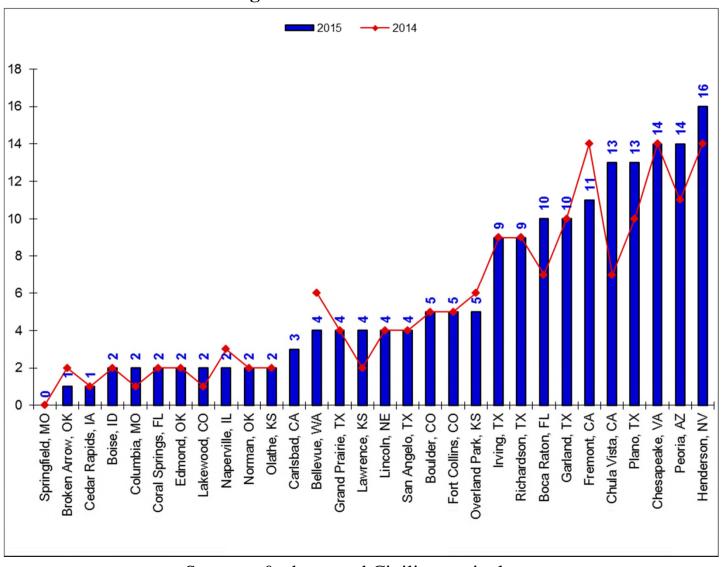### Percentage of Women in Staff Positions

2015 Average Percentage of Women in Staff Positions is 19.8%

City Name	Assigned Personnel	Women Personnel	% Women Personnel	All Staff Personnel	Women Staff Personnel	% Women Staff Personnel
Edmond, OK	162	26	16.0%	28	3	10.7%
Springfield, MO	432	79	18.3%	61	6	9.8%
Olathe, KS	202	38	18.8%	35	3	8.6%
San Angelo, TX	199	39	19.6%	42	0	0.0%
Lawrence, KS	188	42	22.3%	28	4	14.3%
Columbia, MO	200	46	23.0%	40	7	17.5%
Norman, OK	243	57	23.5%	37	5	13.5%
Broken Arrow, OK	191	46	24.1%	47	7	14.9%
Garland, TX	469	113	24.1%	65	13	20.0%
Plano, TX	527	135	25.6%	85	21	24.7%
Overland Park, KS	302	79	26.2%	62	15	24.2%
Bellevue, WA	221	58	26.2%	41	7	17.1%
Irving, TX	507	138	27.2%	88	17	19.3%
Henderson, NV	551	154	27.9%	80	17	21.3%
Peoria, AZ	296	83	28.0%	55	12	21.8%
Boise, ID	386	112	29.0%	60	9	15.0%
Carlsbad, CA	164	48	29.3%	33	10	30.3%
Richardson, TX	253	76	30.0%	46	9	19.6%
Grand Prairie, TX	400	121	30.3%	53	9	17.0%
Cedar Rapids, IA	278	85	30.6%	50	7	14.0%
Chula Vista, CA	316	99	31.4%	53	10	18.9%
Lincoln, NE	468	147	31.4%	92	25	27.2%
Fremont, CA	302	96	31.8%	63	17	27.0%
Boulder, CO	288	93	32.3%	49	15	30.6%
Chesapeake, VA	517	168	32.5%	88	9	10.2%
Naperville, IL	275	92	33.5%	45	10	22.2%
Coral Springs, FL	308	105	34.1%	51	8	15.7%
Fort Collins, CO	309	109	35.3%	55	19	34.5%
Boca Raton, FL	302	107	35.4%	59	17	28.8%
Lakewood, CO	405	151	37.3%	62	17	27.4%
Average	**322**	**91**	**27.8%**	**55**	**11**	**19.8%**

Sergeant & above and Civilian equivalents

Section A - Demographics

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Benchmark City Survey - 2015 Data

Minorities in Staff Positions, 2-Year Comparison

2015 Average is 5.8 Minorities in Staff Positions

Sergeant & above and Civilian equivalents

Section A - Demographics

Benchmark City Survey - 2015 Data
Minorities in Staff Positions, 5-Year Comparison
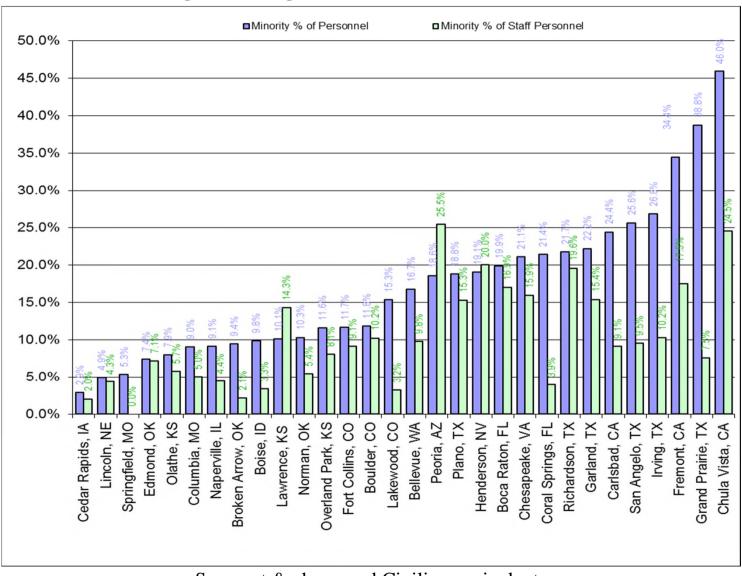
2015 Average is 5.8 Minorities in Staff Positions

City Name	2015	2014	2013	2012	2011
Bellevue, WA	4	6	4	4	4
Boca Raton, FL	10	7	8	7	7
Boise, ID	2	2	2	2	1
Boulder, CO	5	5	7	7	7
Broken Arrow, OK	1	2	2	2	2
Carlsbad, CA	3				
Cedar Rapids, IA	1	1	1	1	1
Chesapeake, VA	14	14	8	10	8
Chula Vista, CA	13	7	9	9	9
Columbia, MO	2	1	2	2	3
Coral Springs, FL	2	2	2	2	2
Edmond, OK	2	2	3	3	3
Fort Collins, CO	5	5	4	3	3
Fremont, CA	11	14	16	14	12
Garland, TX	10	10	8	6	6
Grand Prairie, TX	4	4	2	2	1
Henderson, NV	16	14	14	12	10
Irving, TX	9	9	13	9	8
Lakewood, CO	2	1	1	2	1
Lawrence, KS	4	2	2	2	2
Lincoln, NE	4	4	3	3	3
Naperville, IL	2	3	5	2	2
Norman, OK	2	2	2	1	1
Olathe, KS	2	2	2	2	2
Overland Park, KS	5	6	7	7	6
Peoria, AZ	14	11	11	9	
Plano, TX	13	10	9	9	10
Richardson, TX	9	9	6	2	2
San Angelo, TX	4	4	5	5	5
Springfield, MO	0	0	0	0	0
Average	**5.8**	**5.5**	**5.4**	**4.8**	**4.3**

Sergeant & above and Civilian equivalents

Section A - Demographics

Benchmark City Survey - 2015 Data

Percentage of Minorities in Staff Positions compared to Percentage of All Minority Personnel

2015 Average Percentage of Minorities in Staff Positions is 17.1%

Sergeant & above and Civilian equivalents

Section A - Demographics

Benchmark City Survey - 2015 Data

Percentage of Minorities in Staff Positions
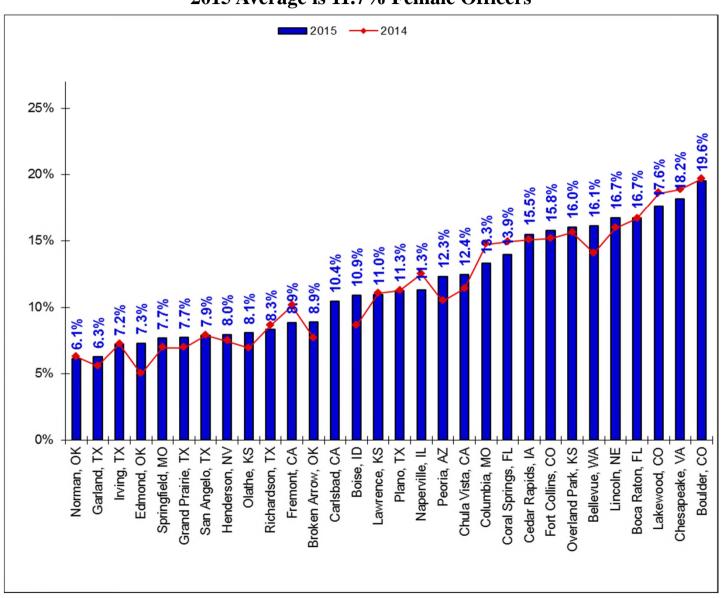
2015 Average Percentage of Minorities in Staff Positions is 17.1%

City Name	Assigned Personnel	Minority Personnel	Minority % of Personnel	Assigned Staff Personnel	Minority Staff Personnel	Minority % of Staff Personnel
Cedar Rapids, IA	278	8	2.9%	50	1	2.0%
Lincoln, NE	468	23	4.9%	92	4	4.3%
Springfield, MO	432	23	5.3%	61	0	0.0%
Edmond, OK	162	12	7.4%	28	2	7.1%
Olathe, KS	202	16	7.9%	35	2	5.7%
Columbia, MO	200	18	9.0%	40	2	5.0%
Naperville, IL	275	25	9.1%	45	2	4.4%
Broken Arrow, OK	191	18	9.4%	47	1	2.1%
Boise, ID	386	38	9.8%	60	2	3.3%
Lawrence, KS	188	19	10.1%	28	4	14.3%
Norman, OK	243	25	10.3%	37	2	5.4%
Overland Park, KS	302	35	11.6%	62	5	8.1%
Fort Collins, CO	309	36	11.7%	55	5	9.1%
Boulder, CO	288	34	11.8%	49	5	10.2%
Lakewood, CO	405	62	15.3%	62	2	3.2%
Bellevue, WA	221	37	16.7%	41	4	9.8%
Peoria, AZ	296	55	18.6%	55	14	25.5%
Plano, TX	527	99	18.8%	85	13	15.3%
Henderson, NV	551	105	19.1%	80	16	20.0%
Boca Raton, FL	302	60	19.9%	59	10	16.9%
Chesapeake, VA	517	109	21.1%	88	14	15.9%
Coral Springs, FL	308	66	21.4%	51	2	3.9%
Richardson, TX	253	55	21.7%	46	9	19.6%
Garland, TX	469	104	22.2%	65	10	15.4%
Carlsbad, CA	164	40	24.4%	33	3	9.1%
San Angelo, TX	199	51	25.6%	42	4	9.5%
Irving, TX	507	136	26.8%	88	9	10.2%
Fremont, CA	302	104	34.4%	63	11	17.5%
Grand Prairie, TX	400	155	38.8%	53	4	7.5%
Chula Vista, CA	316	145	46.0%	53	13	24.5%
Average	322	57	17.1%	55	6	10.2%

Sergeant & above and Civilian equivalents

Section A - Demographics

Benchmark City Survey - 2015 Data
Percent of Female Officers, 2-Year Comparison

2015 Average is 11.7% Female Officers

Benchmark City Survey - 2015 Data
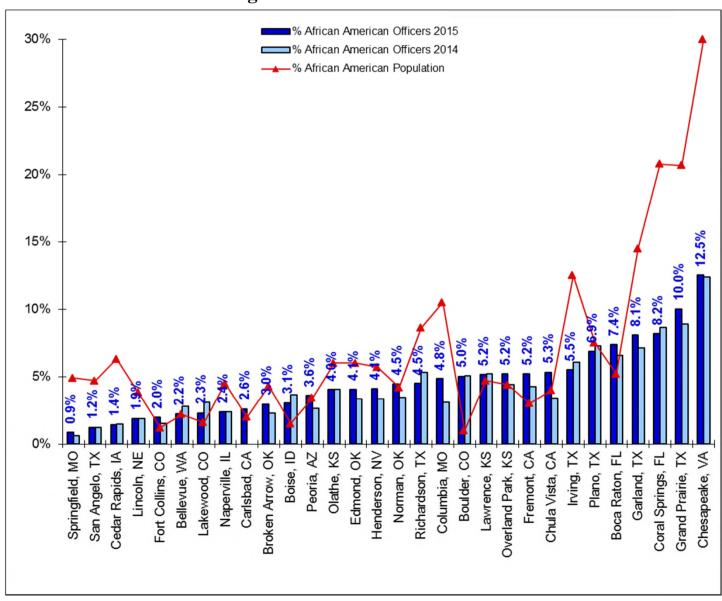### Percent of Female Officers, 5-Year Comparison

2015 Average is 11.7% Female Officers

City Name	Assigned Officers	Female Officers	2015	2014	2013	2012	2011
Bellevue, WA	180	29	16.1%	14.0%	12.9%	13.1%	13.5%
Boca Raton, FL	203	34	16.7%	16.7%	18.2%	18.9%	18.3%
Boise, ID	294	32	10.9%	8.6%	8.4%	9.6%	9.3%
Boulder, CO	179	35	19.6%	19.7%	21.4%	21.4%	22.6%
Broken Arrow, OK	135	12	8.9%	7.7%	7.7%	8.9%	9.6%
Carlsbad, CA	115	12	10.4%				
Cedar Rapids, IA	213	33	15.5%	15.0%	15.2%	15.3%	15.8%
Chesapeake, VA	391	71	18.2%	18.9%	16.8%	17.1%	16.6%
Chula Vista, CA	225	28	12.4%	11.4%	8.9%	11.1%	11.2%
Columbia, MO	165	22	13.3%	14.7%	15.6%	18.1%	16.8%
Coral Springs, FL	208	29	13.9%	14.9%	16.1%	16.3%	17.8%
Edmond, OK	123	9	7.3%	5.0%	5.2%	6.0%	5.3%
Fort Collins, CO	203	32	15.8%	15.2%	14.7%	15.1%	16.5%
Fremont, CA	192	17	8.9%	10.1%	11.4%	11.7%	11.6%
Garland, TX	334	21	6.3%	5.6%	5.9%	6.5%	6.3%
Grand Prairie, TX	259	20	7.7%	6.9%	5.9%	5.5%	4.8%
Henderson, NV	389	31	8.0%	7.5%	8.0%	9.5%	9.2%
Irving, TX	346	25	7.2%	7.2%	7.5%	7.1%	6.9%
Lakewood, CO	261	46	17.6%	18.6%	18.1%	18.6%	19.4%
Lawrence, KS	155	17	11.0%	11.0%	11.0%	8.8%	6.8%
Lincoln, NE	323	54	16.7%	15.9%	14.4%	15.3%	14.5%
Naperville, IL	168	19	11.3%	12.5%	11.5%	11.0%	10.9%
Norman, OK	179	11	6.1%	6.3%	6.9%	8.5%	8.6%
Olathe, KS	173	14	8.1%	6.9%	7.0%	8.5%	9.6%
Overland Park, KS	250	40	16.0%	15.6%	16.4%	15.7%	15.8%
Peoria, AZ	195	24	12.3%	10.5%	9.4%	10.6%	
Plano, TX	364	41	11.3%	11.6%	11.5%	12.5%	11.5%
Richardson, TX	156	13	8.3%	8.6%	7.9%	8.6%	9.3%
San Angelo, TX	165	13	7.9%	7.9%	8.5%	8.8%	10.3%
Springfield, MO	352	27	7.7%	6.9%	6.3%	6.6%	6.1%
Average	**230**	**27**	**11.7%**	**11.4%**	**11.3%**	**11.9%**	**12.0%**

Section A - Demographics

Benchmark City Survey - 2015 Data

Percent of African American Officers, 2-Year Comparison

2015 Average is 4.6% African American Officers

Section A - Demographics

Benchmark City Survey - 2015 Data

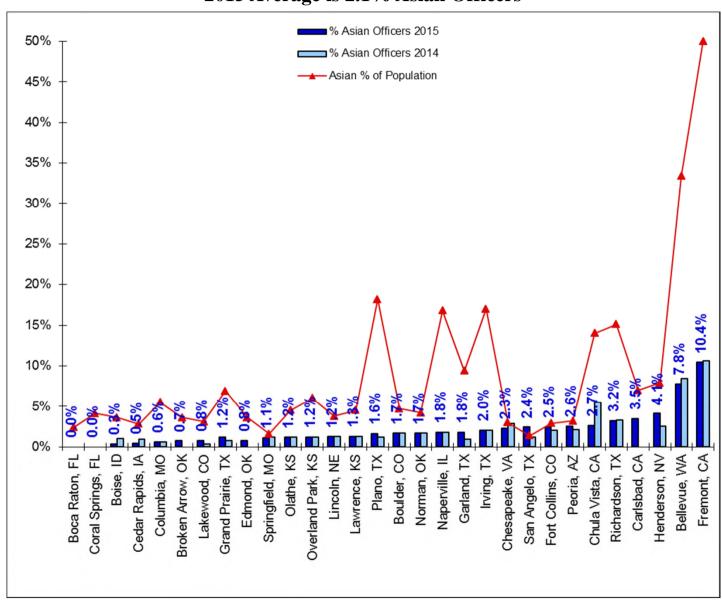### Percent of African American Officers, 5-Year Comparison

2015 Average is 4.6% African American Officers

City Name	Assigned Officers	African American Officers	2015	2014	2013	2012	2011	% African American Population 2015
Bellevue, WA	180	4	2.2%	2.8%	2.2%	1.8%	2.2%	2.2%
Boca Raton, FL	203	15	7.4%	6.6%	6.6%	7.4%	8.4%	5.2%
Boise, ID	294	9	3.1%	3.7%	3.5%	3.9%	3.4%	1.5%
Boulder, CO	179	9	5.0%	5.1%	4.0%	4.0%	4.8%	1.0%
Broken Arrow, OK	135	4	3.0%	2.3%	2.3%	2.4%	3.2%	4.3%
Carlsbad, CA	115	3	2.6%					2.0%
Cedar Rapids, IA	213	3	1.4%	1.5%	1.5%	1.5%	1.5%	6.3%
Chesapeake, VA	391	49	12.5%	12.4%	11.3%	11.9%	12.1%	30.0%
Chula Vista, CA	225	12	5.3%	3.4%	3.8%	3.9%	4.7%	4.0%
Columbia, MO	165	8	4.8%	3.1%	3.8%	3.4%	5.8%	10.5%
Coral Springs, FL	208	17	8.2%	8.7%	7.8%	7.9%	8.1%	20.8%
Edmond, OK	123	5	4.1%	3.3%	3.4%	3.4%	3.5%	6.0%
Fort Collins, CO	203	4	2.0%	1.5%	1.5%	1.6%	2.3%	1.2%
Fremont, CA	192	10	5.2%	4.3%	2.7%	3.5%	2.9%	3.0%
Garland, TX	334	27	8.1%	7.1%	6.2%	6.5%	6.9%	14.5%
Grand Prairie, TX	259	26	10.0%	8.9%	8.4%	10.6%	10.0%	20.7%
Henderson, NV	389	16	4.1%	3.3%	3.3%	4.0%	3.9%	5.7%
Irving, TX	346	19	5.5%	6.1%	7.2%	7.4%	7.2%	12.5%
Lakewood, CO	261	6	2.3%	3.1%	2.7%	2.7%	2.6%	1.6%
Lawrence, KS	155	8	5.2%	5.2%	5.2%	4.8%	3.4%	4.7%
Lincoln, NE	323	6	1.9%	1.9%	1.9%	1.8%	2.2%	3.8%
Naperville, IL	168	4	2.4%	2.4%	3.0%	2.5%	3.6%	4.5%
Norman, OK	179	8	4.5%	3.4%	3.5%	4.3%	3.7%	4.2%
Olathe, KS	173	7	4.0%	4.0%	3.5%	2.4%	3.0%	6.0%
Overland Park, KS	250	13	5.2%	4.4%	6.0%	6.0%	5.6%	4.4%
Peoria, AZ	195	7	3.6%	2.6%	2.6%	2.1%		3.4%
Plano, TX	364	25	6.9%	7.0%	7.2%	7.0%	7.1%	7.5%
Richardson, TX	156	7	4.5%	5.3%	4.6%	4.6%	4.6%	8.6%
San Angelo, TX	165	2	1.2%	1.2%	1.2%	1.2%	1.9%	4.7%
Springfield, MO	352	3	0.9%	0.6%	0.6%	0.6%	0.3%	4.9%
Average	**230**	**11**	**4.6%**	**4.3%**	**4.2%**	**4.3%**	**4.6%**	**7.0%**

Benchmark City Survey - 2015 Data

Percent of Asian Officers, 2-Year Comparison

2015 Average is 2.1% Asian Officers

Section A - Demographics

Benchmark City Survey - 2015 Data
Percent of Asian Officers, 5-Year Comparison
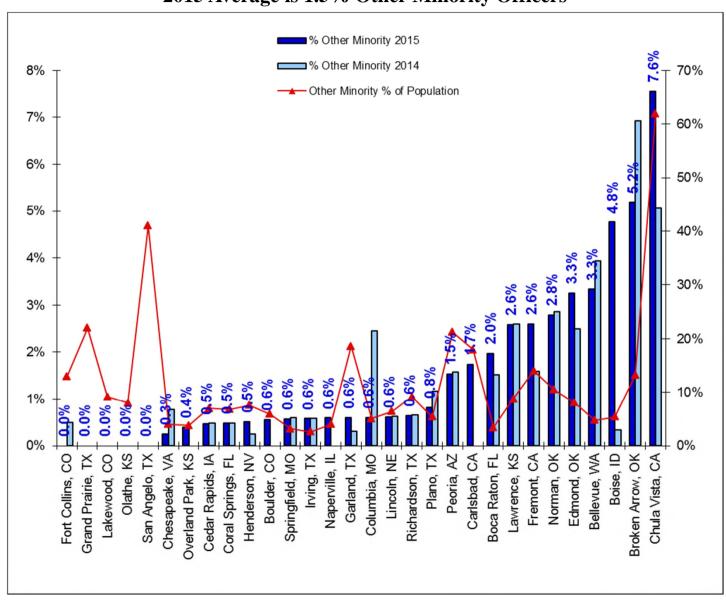
2015 Average is 2.1% Asian Officers

City Name	Assigned Officers	Asian Officers	2015	2014	2013	2012	2011	Asian % of Population
Bellevue, WA	180	14	7.8%	8.4%	8.4%	10.7%	11.8%	33.4%
Boca Raton, FL	203	0	0.0%	0.0%	0.0%	0.0%	1.6%	2.4%
Boise, ID	294	1	0.3%	1.0%	1.0%	0.7%	0.7%	3.6%
Boulder, CO	179	3	1.7%	1.7%	1.2%	1.2%	1.2%	4.7%
Broken Arrow, OK	135	1	0.7%	0.0%	0.0%	0.0%	0.0%	3.6%
Carlsbad, CA	115	4	3.5%					7.0%
Cedar Rapids, IA	213	1	0.5%	1.0%	1.0%	1.0%	1.0%	2.8%
Chesapeake, VA	391	9	2.3%	2.8%	0.5%	1.1%	0.8%	3.0%
Chula Vista, CA	225	6	2.7%	5.5%	3.8%	4.8%	1.9%	14.0%
Columbia, MO	165	1	0.6%	0.6%	0.0%	0.7%	0.0%	5.5%
Coral Springs, FL	208	0	0.0%	0.0%	0.0%	0.0%	0.0%	4.1%
Edmond, OK	123	1	0.8%	0.0%	0.0%	0.0%	0.0%	3.6%
Fort Collins, CO	203	5	2.5%	2.0%	0.5%	0.5%	0.6%	2.9%
Fremont, CA	192	20	10.4%	10.6%	9.7%	9.9%	9.3%	50.0%
Garland, TX	334	6	1.8%	0.9%	0.9%	1.2%	0.9%	9.4%
Grand Prairie, TX	259	3	1.2%	0.8%	0.8%	0.5%	0.5%	6.9%
Henderson, NV	389	16	4.1%	2.6%	2.6%	3.1%	3.0%	7.9%
Irving, TX	346	7	2.0%	2.0%	2.0%	1.2%	0.9%	17.0%
Lakewood, CO	261	2	0.8%	0.4%	0.4%	0.8%	1.1%	3.1%
Lawrence, KS	155	2	1.3%	1.3%	1.9%	2.0%	2.1%	4.5%
Lincoln, NE	323	4	1.2%	1.3%	1.6%	1.5%	1.8%	3.8%
Naperville, IL	168	3	1.8%	1.8%	1.8%	1.2%	1.2%	16.8%
Norman, OK	179	3	1.7%	1.7%	1.2%	3.0%	0.6%	4.2%
Olathe, KS	173	2	1.2%	1.2%	0.6%	0.6%	0.6%	4.5%
Overland Park, KS	250	3	1.2%	1.2%	1.2%	1.2%	1.3%	6.0%
Peoria, AZ	195	5	2.6%	2.1%	2.1%	2.1%		3.2%
Plano, TX	364	6	1.6%	1.1%	1.4%	0.6%	0.6%	18.2%
Richardson, TX	156	5	3.2%	3.3%	2.6%	2.6%	2.6%	15.1%
San Angelo, TX	165	4	2.4%	1.2%	1.2%	1.2%	1.3%	1.4%
Springfield, MO	352	4	1.1%	1.2%	0.0%	1.6%	1.3%	1.6%
Average	**230**	**4.7**	**2.1%**	**2.1%**	**1.7%**	**2.0%**	**1.7%**	**9.4%**

Section A - Demographics

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Benchmark City Survey - 2015 Data

Percent of Other Minority Officers, 2-Year Comparison

2015 Average is 1.5% Other Minority Officers

Benchmark City Survey - 2015 Data
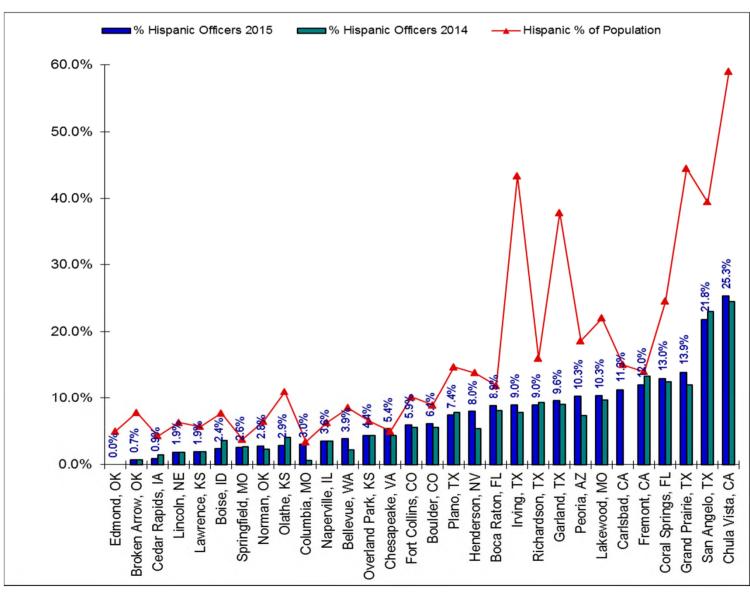## Percent of Other Minority Officers, 5-Year Comparison

2015 Average is 1.5% Other Minority Officers

City Name	Assigned Officers	Other Minority Officers	2015	2014	2013	2012	2011	Other Minority % of Population
Bellevue, WA	180	6	3.3%	3.9%	1.7%	0.6%	0.6%	4.8%
Boca Raton, FL	203	4	2.0%	1.5%	1.0%	1.1%	0.0%	3.4%
Boise, ID	294	14	4.8%	0.3%	0.3%	0.4%	0.3%	5.4%
Boulder, CO	179	1	0.6%	0.0%	1.2%	0.6%	1.2%	5.9%
Broken Arrow, OK	135	7	5.2%	6.9%	6.9%	6.5%	5.6%	13.2%
Carlsbad, CA	115	2	1.7%					18.0%
Cedar Rapids, IA	213	1	0.5%	0.5%	0.5%	0.5%	0.5%	7.0%
Chesapeake, VA	391	1	0.3%	0.8%	3.4%	2.2%	2.9%	4.0%
Chula Vista, CA	225	17	7.6%	5.1%	0.8%	3.4%	7.4%	62.0%
Columbia, MO	165	1	0.6%	2.5%	2.5%	0.0%	2.6%	5.1%
Coral Springs, FL	208	1	0.5%	0.5%	0.5%	0.5%	0.5%	6.8%
Edmond, OK	123	4	3.3%	2.5%	3.4%	3.4%	3.5%	8.1%
Fort Collins, CO	203	0	0.0%	0.5%	1.0%	0.5%	0.6%	13.0%
Fremont, CA	192	5	2.6%	1.6%	1.1%	1.8%	2.3%	14.0%
Garland, TX	334	2	0.6%	0.3%	0.3%	0.6%	0.9%	18.6%
Grand Prairie, TX	259	0	0.0%	0.0%	0.0%	0.0%	0.0%	22.0%
Henderson, NV	389	2	0.5%	0.3%	0.3%	0.3%	0.3%	7.6%
Irving, TX	346	2	0.6%	0.6%	0.6%	0.6%	0.6%	2.6%
Lakewood, CO	261	0	0.0%	0.0%	0.0%	0.4%	0.0%	9.2%
Lawrence, KS	155	4	2.6%	2.6%	2.6%	2.7%	2.7%	8.8%
Lincoln, NE	323	2	0.6%	0.6%	0.6%	0.6%	0.6%	6.4%
Naperville, IL	168	1	0.6%	0.0%	0.6%	0.0%	0.0%	4.0%
Norman, OK	179	5	2.8%	2.9%	4.0%	1.2%	2.5%	10.5%
Olathe, KS	173	0	0.0%	0.0%	0.0%	0.0%	0.0%	8.0%
Overland Park, KS	250	1	0.4%	0.0%	0.0%	0.0%	0.0%	3.8%
Peoria, AZ	195	3	1.5%	1.6%	1.0%	1.6%		21.2%
Plano, TX	364	3	0.8%	1.1%	1.1%	0.9%	0.9%	5.4%
Richardson, TX	156	1	0.6%	0.7%	0.7%	0.7%	0.7%	9.2%
San Angelo, TX	165	0	0.0%	0.0%	0.0%	0.0%	0.0%	41.0%
Springfield, MO	352	2	0.6%	0.6%	0.6%	0.3%	0.3%	3.2%
Average	**230**	**3.1**	**1.5%**	**1.3%**	**1.3%**	**1.1%**	**1.3%**	**11.7%**

Section A - Demographics

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Benchmark City Survey - 2015 Data

Percent of Hispanic Officers, 2-Year Comparison

2015 Average is 7.3% Hispanic Officers

Section A - Demographics

Benchmark City Survey - 2015 Data
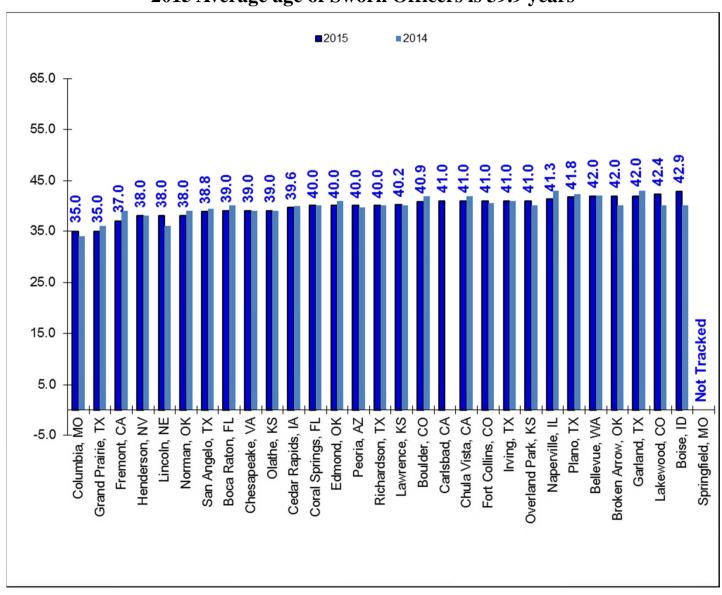
Percent of Hispanic Officers, 5-Year Comparison

2015 Average is 7.3% Hispanic Officers

City Name	Assigned Officers	Hispanic Officers	2015	2014	2013	2012	2011	Hispanic % of Population
Bellevue, WA	180	7	3.9%	2.2%	2.2%	2.2%	1.7%	8.5%
Boca Raton, FL	203	18	8.9%	8.1%	9.1%	9.4%	8.3%	11.9%
Boise, ID	294	7	2.4%	3.7%	3.5%	3.4%	3.1%	7.7%
Boulder, CO	179	11	6.1%	5.6%	5.2%	4.8%	4.7%	8.9%
Broken Arrow, OK	135	1	0.7%	0.8%	0.8%	0.8%	0.8%	7.8%
Carlsbad, CA	115	13	11.3%					15.0%
Cedar Rapids, IA	213	2	0.9%	1.5%	1.5%	0.5%	0.0%	4.3%
Chesapeake, VA	391	21	5.4%	4.4%	4.1%	5.1%	1.4%	5.0%
Chula Vista, CA	225	57	25.3%	24.5%	23.2%	26.5%	25.3%	59.0%
Columbia, MO	165	5	3.0%	0.6%	0.6%	0.0%	0.0%	3.4%
Coral Springs, FL	208	27	13.0%	12.5%	12.2%	10.2%	9.9%	24.5%
Edmond, OK	123	0	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%
Fort Collins, CO	203	12	5.9%	5.6%	4.6%	5.1%	6.5%	10.1%
Fremont, CA	192	23	12.0%	13.3%	10.8%	11.6%	12.6%	14.0%
Garland, TX	334	32	9.6%	9.0%	8.4%	7.8%	6.6%	37.8%
Grand Prairie, TX	259	36	13.9%	12.0%	12.7%	8.6%		44.5%
Henderson, NV	389	31	8.0%	5.4%	5.4%	6.0%	6.1%	13.8%
Irving, TX	346	31	9.0%	7.8%	7.8%	6.9%	8.3%	43.4%
Lakewood, MO	261	27	10.3%	9.7%	9.3%	8.1%	8.2%	22.0%
Lawrence, KS	155	3	1.9%	1.9%	2.6%	3.4%	3.5%	5.7%
Lincoln, NE	323	6	1.9%	1.9%	1.9%	1.8%	2.2%	6.3%
Naperville, IL	168	6	3.6%	3.6%	3.0%	1.2%	1.2%	6.3%
Norman, OK	179	5	2.8%	2.3%	1.7%	1.2%	1.3%	6.5%
Olathe, KS	173	5	2.9%	4.0%	4.7%	4.8%	3.6%	10.9%
Overland Park, KS	250	11	4.4%	4.4%	3.6%	3.0%	3.7%	6.5%
Peoria, AZ	195	20	10.3%	7.3%	7.9%	9.0%		18.6%
Plano, TX	364	27	7.4%	7.6%	7.5%	7.9%	8.6%	14.7%
Richardson, TX	156	14	9.0%	9.3%	6.6%	6.0%	6.1%	16.0%
San Angelo, TX	165	36	21.8%	23.0%	24.8%	23.7%	21.6%	39.4%
Springfield, MO	352	9	2.6%	2.7%	3.0%	3.2%	3.0%	3.8%
Average	246	18	7.3%	6.7%	6.5%	6.3%	5.9%	16.0%

Section A - Demographics

Benchmark City Survey - 2015 Data

Average Officer Age, Two year Comparison

2015 Average age of Sworn Officers is 39.9 years

Benchmark City Survey - 2015 Data
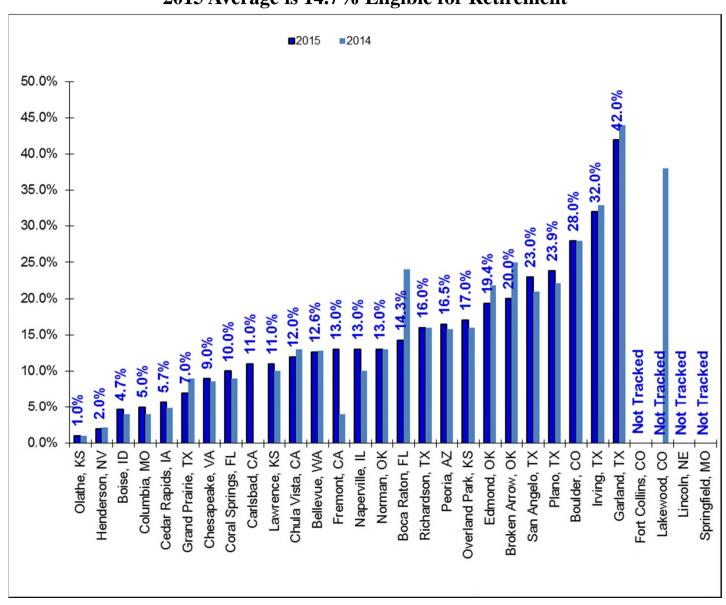
Average Officer Age, Five year Comparison

2015 Average age of Sworn Officers is 39.9 years

City Name	2015	2014	2013	2012	2011
Bellevue, WA	42.0	42.1	42.8	42.0	
Boca Raton, FL	39.0	40.0	38.0	38.7	
Boise, ID	42.9	40.0	40.0	41.8	
Boulder, CO	40.9	42.0	43.0	42.7	
Broken Arrow, OK	42.0	40.0	40.0	40.0	
Carlsbad, CA	41.0				
Cedar Rapids, IA	39.6	39.9	39.4	38.9	
Chesapeake, VA	39.0	39.0	40.0	40.1	
Chula Vista, CA	41.0	42.0	40.0	42.0	
Columbia, MO	35.0	34.0	38.0	36.7	
Coral Springs, FL	40.0	40.0	40.0	40.0	
Edmond, OK	40.0	41.0	41.0	40.2	
Fort Collins, CO	41.0	40.6	40.0	40.0	
Fremont, CA	37.0	39.0	39.0	38.0	
Garland, TX	42.0	43.0	43.0	42.0	
Grand Prairie, TX	35.0	36.0	41.0	41.7	
Henderson, NV	38.0	38.0	39.0	39.4	
Irving, TX	41.0	41.0	41.0	Not Tracked	
Lakewood, CO	42.4	40.0	41.1	40.2	
Lawrence, KS	40.2	40.0	39.0	42.0	
Lincoln, NE	38.0	38.0	Not Tracked	Not Tracked	
Naperville, IL	41.3	43.0	42.0	42.7	
Norman, OK	38.0	39.0	Not Tracked	38.0	
Olathe, KS	39.0	39.0	39.0	39.0	
Overland Park, KS	41.0	40.0	40.0	40.0	
Peoria, AZ	40.0	39.6	39.9	39.0	
Plano, TX	41.8	42.3	42.1	41.9	
Richardson, TX	40.0	40.0	40.0	41.0	
San Angelo, TX	38.8	39.4	40.0	38.5	
Springfield, MO	Not Tracked	Not Tracked	Not Tracked	Not Tracked	
Average	**39.9**	**39.9**	**40.3**	**40.3**	

Section A - Demographics

Benchmark City Survey - 2015 Data
Percent Retirement Eligible, Two Year Comparison

2015 Average is 14.7% Eligible for Retirement

Benchmark City Survey - 2015 Data
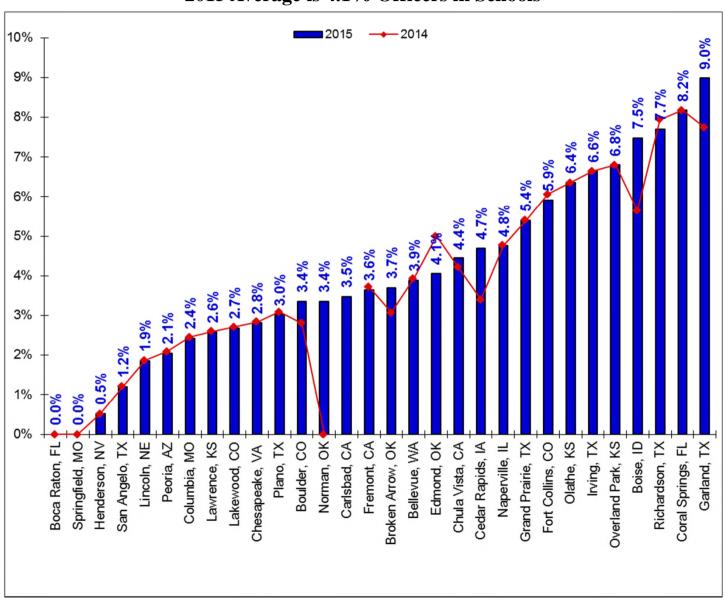## Percent Retirement Eligible, Five Year Comparison

2015 Average is 14.7% Eligible for Retirement

City Name	2015	2014	2013	2012	2011
Bellevue, WA	12.6%	12.8%	18.2%		
Boca Raton, FL	14.3%	24.0%	19.0%		
Boise, ID	4.7%	4.0%	4.0%		
Boulder, CO	28.0%	28.0%	20.0%		
Broken Arrow, OK	20.0%	25.0%	17.7%		
Carlsbad, CA	11.0%				
Cedar Rapids, IA	5.7%	4.9%	3.9%		
Chesapeake, VA	9.0%	8.6%	8.9%		
Chula Vista, CA	12.0%	13.0%	9.0%		
Columbia, MO	5.0%	4.0%	10.0%		
Coral Springs, FL	10.0%	9.0%	9.2%		
Edmond, OK	19.4%	21.8%	26.5%		
Fort Collins, CO	Not Tracked	Not Tracked	Not Tracked		
Fremont, CA	13.0%	4.0%	8.0%		
Garland, TX	42.0%	44.0%	40.2%		
Grand Prairie, TX	7.0%	9.0%	11.0%		
Henderson, NV	2.0%	2.2%	0.9%		
Irving, TX	32.0%	33.0%	34.0%		
Lakewood, CO	Not Tracked	38.0%	15.0%		
Lawrence, KS	11.0%	10.0%	6.0%		
Lincoln, NE	Not Tracked	Not Tracked	Not Tracked		
Naperville, IL	13.0%	10.0%	15.0%		
Norman, OK	13.0%	13.0%	12.0%		
Olathe, KS	1.0%	1.0%	1.0%		
Overland Park, KS	17.0%	16.0%	15.6%		
Peoria, AZ	16.5%	15.8%	16.0%		
Plano, TX	23.9%	22.1%	21.0%		
Richardson, TX	16.0%	16.0%	17.0%		
San Angelo, TX	23.0%	21.0%	23.0%		
Springfield, MO	Not Tracked	Not Tracked			
Average	**14.7%**	**15.8%**	**14.7%**		

Section A - Demographics

Benchmark City Survey - 2015 Data

Percent of Officers in Schools (DARE & SRO), 2-Year Comparison

2015 Average is 4.1% Officers in Schools

Benchmark City Survey - 2015 Data

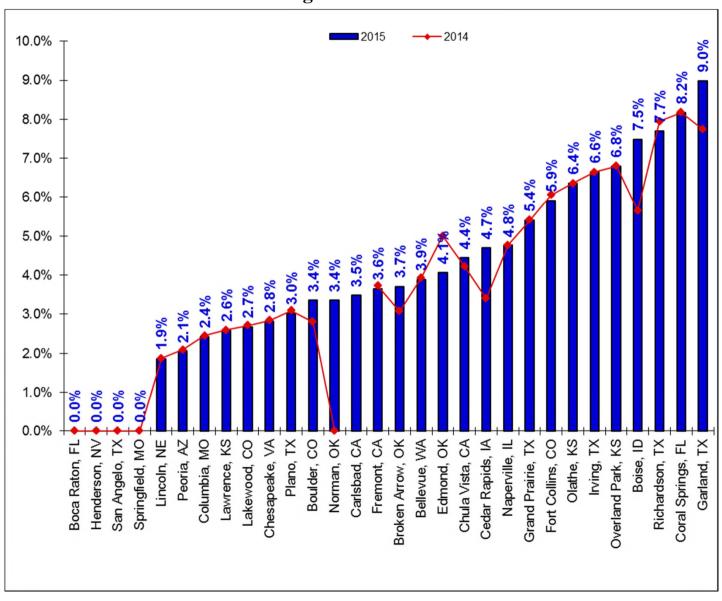## Percent of Officers in Schools (DARE & SRO), 5-Year Comparison

2015 Average is 4.1% Officers in Schools

City Name	Authorized Sworn	Officers in Schools (DARE/SRO)	2015	2014	2013	2012	2011
Bellevue, WA	180	7	3.9%	3.9%	3.9%	3.4%	3.4%
Boca Raton, FL	203	0	0.0%	0.0%	0.0%	0.0%	0.0%
Boise, ID	294	22	7.5%	5.6%	7.4%	7.4%	7.7%
Boulder, CO	179	6	3.4%	2.8%	2.9%	2.9%	2.9%
Broken Arrow, OK	135	5	3.7%	3.1%	3.1%	3.1%	3.2%
Carlsbad, CA	115	4	3.5%				
Cedar Rapids, IA	213	10	4.7%	3.4%	3.4%	1.5%	1.5%
Chesapeake, VA	391	11	2.8%	2.8%	2.8%	2.9%	3.1%
Chula Vista, CA	225	10	4.4%	4.2%	4.2%	4.2%	3.9%
Columbia, MO	165	4	2.4%	2.5%	2.5%	2.5%	2.5%
Coral Springs, FL	208	17	8.2%	8.2%	8.3%	8.3%	8.4%
Edmond, OK	123	5	4.1%	5.0%	5.2%	5.1%	5.2%
Fort Collins, CO	203	12	5.9%	6.1%	5.6%	5.7%	5.9%
Fremont, CA	192	7	3.6%	3.7%	3.8%	3.9%	4.0%
Garland, TX	334	30	9.0%	7.7%	7.7%	7.7%	7.7%
Grand Prairie, TX	259	14	5.4%	5.4%	5.9%	6.0%	5.7%
Henderson, NV	389	2	0.5%	0.5%	0.5%	0.5%	0.0%
Irving, TX	346	23	6.6%	6.6%	6.6%	6.6%	6.7%
Lakewood, CO	261	7	2.7%	2.7%	2.7%	2.7%	2.7%
Lawrence, KS	155	4	2.6%	2.6%	2.6%	2.7%	4.1%
Lincoln, NE	323	6	1.9%	1.9%	1.9%	1.9%	1.9%
Naperville, IL	168	8	4.8%	4.8%	5.5%	4.9%	4.8%
Norman, OK	179	6	3.4%	0.0%	0.0%	0.0%	0.0%
Olathe, KS	173	11	6.4%	6.4%	6.4%	6.4%	6.5%
Overland Park, KS	250	17	6.8%	6.8%	8.8%	8.8%	6.0%
Peoria, AZ	195	4	2.1%	2.1%	2.1%	2.1%	
Plano, TX	364	11	3.0%	3.1%	3.2%	3.2%	3.5%
Richardson, TX	156	12	7.7%	7.9%	7.9%	6.7%	8.0%
San Angelo, TX	165	2	1.2%	1.2%	1.2%	1.2%	1.2%
Springfield, MO	352	0	0.0%	0.0%	0.0%	0.0%	0.0%
Average	**246**	**9**	**4.1%**	**3.8%**	**4.0%**	**3.9%**	**4.0%**

Section A - Demographics

Benchmark City Survey - 2015 Data

Percent of School Resource Officers (SRO), 2-Year Comparison

2015 Average is 4.0% SRO Officers

Section A - Demographics

Benchmark City Survey - 2015 Data
Percent of School Resource Officers (SRO), 5-Year Comparison
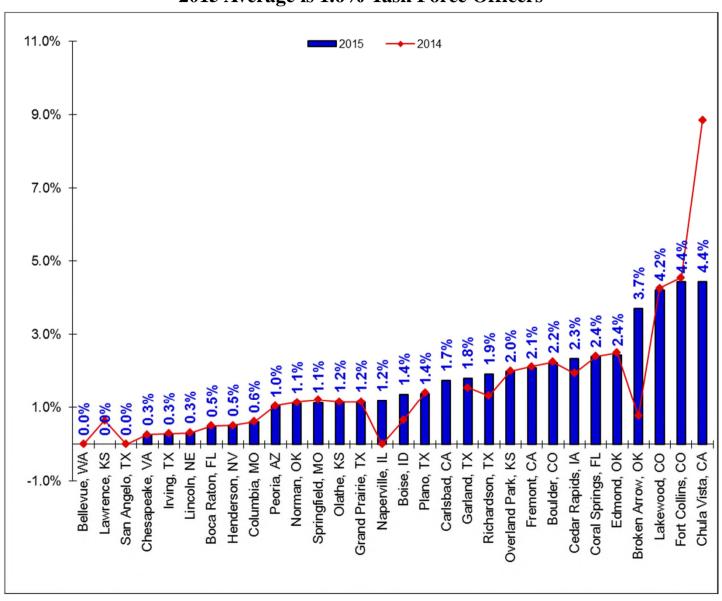
2015 Average is 4.0% SRO Officers

City Name	Authorized Sworn	SRO Officers	2015	2014	2013	2012	2011
Bellevue, WA	180	7	3.9%	3.9%	3.9%	3.4%	3.4%
Boca Raton, FL	203	0	0.0%	0.0%	0.0%	0.0%	0.0%
Boise, ID	294	22	7.5%	5.6%	7.4%	7.4%	7.7%
Boulder, CO	179	6	3.4%	2.8%	2.9%	2.9%	2.9%
Broken Arrow, OK	135	5	3.7%	3.1%	3.1%	3.1%	3.2%
Carlsbad, CA	115	4	3.5%				
Cedar Rapids, IA	213	10	4.7%	3.4%	3.4%	1.5%	1.5%
Chesapeake, VA	391	11	2.8%	2.8%	2.8%	2.9%	3.1%
Chula Vista, CA	225	10	4.4%	4.2%	4.2%	4.2%	3.9%
Columbia, MO	165	4	2.4%	2.5%	2.5%	2.5%	2.5%
Coral Springs, FL	208	17	8.2%	8.2%	8.3%	8.3%	8.4%
Edmond, OK	123	5	4.1%	5.0%	5.2%	5.1%	5.2%
Fort Collins, CO	203	12	5.9%	6.1%	5.6%	5.7%	5.9%
Fremont, CA	192	7	3.6%	3.7%	3.8%	3.9%	4.0%
Garland, TX	334	30	9.0%	7.7%	7.7%	7.7%	7.7%
Grand Prairie, TX	259	14	5.4%	5.4%	5.9%	6.0%	5.7%
Henderson, NV	389	0	0.0%	0.0%	0.0%	0.0%	0.0%
Irving, TX	346	23	6.6%	6.6%	6.6%	6.6%	6.7%
Lakewood, CO	261	7	2.7%	2.7%	2.7%	2.7%	2.7%
Lawrence, KS	155	4	2.6%	2.6%	2.6%	2.7%	4.1%
Lincoln, NE	323	6	1.9%	1.9%	1.9%	1.9%	1.9%
Naperville, IL	168	8	4.8%	4.8%	5.5%	4.9%	4.8%
Norman, OK	179	6	3.4%	0.0%	0.0%	0.0%	0.0%
Olathe, KS	173	11	6.4%	6.4%	6.4%	6.4%	6.5%
Overland Park, KS	250	17	6.8%	6.8%	8.8%	8.8%	6.0%
Peoria, AZ	195	4	2.1%	2.1%	2.1%	2.1%	
Plano, TX	364	11	3.0%	3.1%	3.2%	3.2%	3.5%
Richardson, TX	156	12	7.7%	7.9%	7.9%	6.7%	8.0%
San Angelo, TX	165	0	0.0%	0.0%	0.0%	0.0%	0.0%
Springfield, MO	352	0	0.0%	0.0%	0.0%	0.0%	0.0%
Average	**230**	**9**	**4.0%**	**3.8%**	**3.9%**	**3.8%**	**3.9%**

Section A - Demographics

Benchmark City Survey - 2015 Data

Percent of Officers Assigned to a Task Force, 2-Year Comparison

2015 Average is 1.6% Task Force Officers

Section A - Demographics

Benchmark City Survey - 2015 Data

Percent of Officers Assigned to a Task Force, 5-Year Comparison

2015 Average is 1.5% Task Force Officers

City Name	Authorized Sworn	Task Force Officers	2015	2014	2013	2012	2011
Bellevue, WA	180	0	0.0%	0.0%	0.0%	0.0%	0.0%
Boca Raton, FL	203	1	0.5%	0.5%	1.5%	0.0%	0.5%
Boise, ID	294	4	1.4%	0.7%	0.3%	0.3%	0.3%
Boulder, CO	179	4	2.2%	2.2%	2.3%	2.3%	2.3%
Broken Arrow, OK	135	5	3.7%	0.8%	0.8%	0.8%	0.0%
Carlsbad, CA	115	2	1.7%				
Cedar Rapids, IA	213	5	2.3%	1.9%	2.5%	3.0%	3.4%
Chesapeake, VA	391	1	0.3%	0.3%	0.3%	0.3%	0.3%
Chula Vista, CA	225	10	4.4%	8.9%	5.9%	9.3%	10.0%
Columbia, MO	165	1	0.6%	0.6%	0.6%	0.6%	0.6%
Coral Springs, FL	208	5	2.4%	2.4%	2.4%	2.4%	0.0%
Edmond, OK	123	3	2.4%	2.5%	2.6%	2.6%	2.6%
Fort Collins, CO	203	9	4.4%	4.5%	4.6%	4.1%	4.3%
Fremont, CA	192	4	2.1%	2.1%	2.2%	2.8%	2.8%
Garland, TX	334	6	1.8%	1.5%	1.5%	1.5%	1.5%
Grand Prairie, TX	259	3	1.2%	1.2%	0.4%	0.4%	0.5%
Henderson, NV	389	2	0.5%	0.5%	0.5%	0.5%	0.0%
Irving, TX	346	1	0.3%	0.3%	0.3%	0.3%	0.3%
Lakewood, CO	261	11	4.2%	4.3%	4.2%	4.2%	4.2%
Lawrence, KS	155	0	0.0%	0.6%	0.6%	1.4%	2.0%
Lincoln, NE	323	1	0.3%	0.3%	0.3%	0.3%	0.3%
Naperville, IL	168	2	1.2%	0.0%	0.0%	1.2%	1.2%
Norman, OK	179	2	1.1%	1.1%	0.0%	0.0%	0.0%
Olathe, KS	173	2	1.2%	1.2%	0.6%	1.2%	0.6%
Overland Park, KS	250	5	2.0%	2.0%	2.0%	2.0%	2.0%
Peoria, AZ	195	2	1.0%	1.0%	1.0%	1.1%	
Plano, TX	364	5	1.4%	1.4%	1.1%	1.2%	1.2%
Richardson, TX	156	3	1.9%	1.3%	2.0%	2.0%	2.0%
San Angelo, TX	165	0	0.0%	0.0%	0.0%	0.0%	0.0%
Springfield, MO	352	4	1.1%	1.2%	1.2%	1.5%	0.9%
Average	**230**	**3**	**1.6%**	**1.6%**	**1.4%**	**1.6%**	**1.6%**

Section A - Demographics
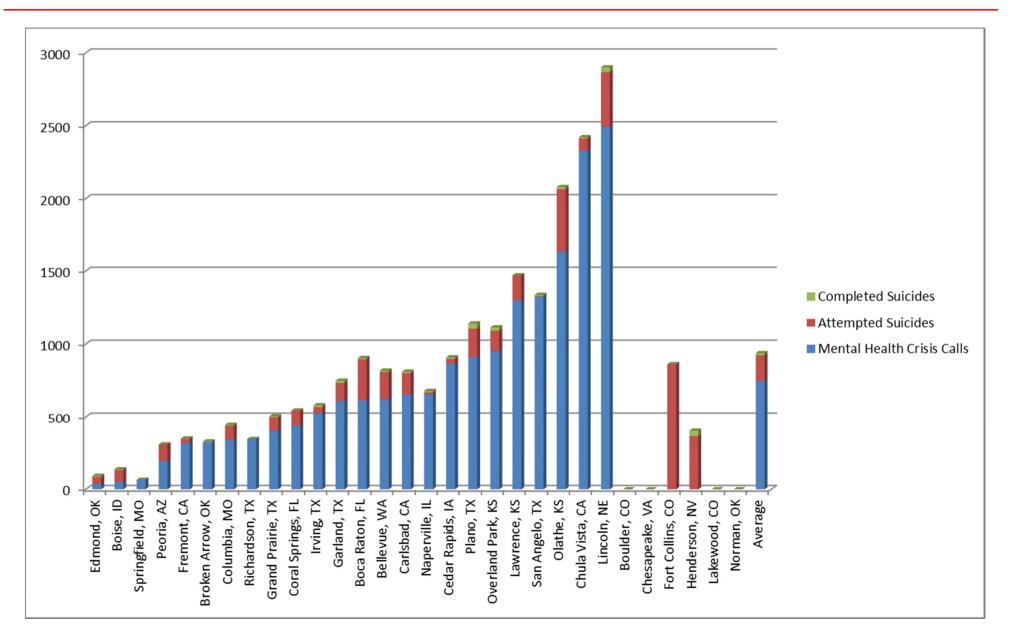
Benchmark City Survey - 2015 Data
Does Your Agency Have A Crisis Intervention Team?

City	Response
Bellevue, WA	Yes
Boca Raton, FL	Yes
Boise, ID **	Yes
Boulder, CO	Yes
Broken Arrow, OK	No
Carlsbad, CA	Yes
Cedar Rapids, IA	Yes
Chesapeake, VA	Yes
Chula Vista, CA	Yes
Columbia, MO	Yes
Coral Springs, FL	Yes
Edmond, OK	Yes
Fort Collins, CO	Yes
Fremont, CA	No
Garland, TX	Yes
Grand Prairie, TX	Yes
Henderson, NV	Yes
Irving, TX	No
Lakewood, CO	Yes
Lawrence, KS	Yes
Lincoln, NE	No
Naperville, IL	Yes
Norman, OK	Yes
Olathe, KS	Yes
Overland Park, KS	Yes
Peoria, AZ	Yes
Plano, TX	Yes
Richardson, TX	Yes
San Angelo, TX	No
Springfield, MO	Yes

Section A - Demographics

Benchmark City Survey - 2015 Data
Response to Mental Health Related Calls for Service

Benchmark City Survey - 2015 Data
Response to Mental Health Related Calls for Service, Raw Data

City Name	Mental Health Crisis Calls	Attempted Suicides	Completed Suicides
Edmond, OK	36	50	6
Boise, ID	52	80	5
Springfield, MO	65	Not Tracked	Not Tracked
Peoria, AZ	192	115	Not Tracked
Fremont, CA	316	29	2
Broken Arrow, OK	322	Not Tracked	5
Columbia, MO	341	95	4
Richardson, TX	344	Not Tracked	Not Tracked
Grand Prairie, TX	400	99	7
Coral Springs, FL	435	110	Not Tracked
Irving, TX	527	42	12
Garland, TX	610	124	15
Boca Raton, FL	615	281	8
Bellevue, WA	622	187	10
Carlsbad, CA	654	148	9
Naperville, IL	655	14	10
Cedar Rapids, IA	867	32	10
Plano, TX	910	196	36
Overland Park, KS	950	142	22
Lawrence, KS	1299	172	Not Tracked
San Angelo, TX	1324	5	8
Olathe, KS	1634	431	14
Chula Vista, CA	2329	84	8
Lincoln, NE	2492	376	33
Boulder, CO	Not Tracked	Not Tracked	Not Tracked
Chesapeake, VA	Not Tracked	Not Tracked	Not Tracked
Fort Collins, CO	Not Tracked	863	Not Tracked
Henderson, NV	Not Tracked	364	37
Lakewood, CO	Not Tracked	Not Tracked	Not Tracked
Norman, OK	Not Tracked	Not Tracked	Not Tracked
Average	**750**	**176**	**13**

Section A - Demographics

City Name	Authorized Officer Positions	Number of Analysts	Analysts per Officer	Civilian or Sworn Analysts	Division of Assignment	Types of Analysis Performed		
						Tactical	Strategic	Administrative
Bellevue, WA	180	3	1 per 60	Both	Investigations	Yes	Yes	Yes
Boca Raton, FL	203	4	1 per 51	Civilians	Community Services Division	Yes	Yes	Yes
Boise, ID	294	2	1 per 147	Civilian	Administrative Support	Yes	Yes	Yes
Boulder, CO	179	1	1 per 179	Civilian	Operations	Yes	No	Yes
Broken Arrow, OK	135	1	0 per 135	Civilian	Headquarters	No	Yes	Yes
Carlsbad, CA	115	1	1 per 115	Civilian	Admin	Yes	Yes	Yes
Cedar Rapids, IA	213	1	1 per 213	Civilian	Investigative	Yes	Yes	Yes
Chesapeake, VA	391	2	1 per 196	Civilian	Investigations	Yes	Yes	No
Chula Vista, CA	225	4	1 per 56	Civilian	Administration (1); Resource Management (1); Operations (1); Investigations (1)	Yes	Yes	Yes
Columbia, MO	165	1	1 per 165	Civilian	Operational Support	Yes	Yes	Yes
Coral Springs, FL	208	2	1 per 104	Civilian	Criminal Investigations/VIN	Yes	Yes	Yes
Edmond, OK	123	1	1 per 123	Commissioned	Office of the Chief	Yes	Yes	Yes
Fort Collins, CO	203	2	1 per 102	Civilian	Administration/Patrol	Yes	Yes	Yes
Fremont, CA	192	2	1 per 96	Both	Special Operations Division	Yes	Yes	Yes
Garland, TX	334	2	1 per 167	Civilian	Criminal Investigations	Yes	Yes	Yes
Grand Prairie, TX	259	2	1 per 130	Both	Investigative Services Bureau	Yes	Yes	Yes
Henderson, NV	389	3	1 per 130	Civilian	Support	Yes	Yes	Yes
Irving, TX	346	1	1 per 346	Civilian	Administrative Services Bureau	Yes	Yes	Yes
Lakewood, CO	261	2	1 per 131	Civilians	Support Services	Yes	Yes	Yes
Lawrence, KS	155	2	1 per 78	Civilian	Information Services	Yes	Yes	Yes
Lincoln, NE	323	5	1 per 65	Civilian	Support	Yes	Yes	Yes
Naperville, IL	168	1	1 per 168	Civilian	Investigations	Yes	Yes	Yes
Norman, OK	179	2	1 per 90	Civilians	Professional Standards	Yes	Yes	Yes
Olathe, KS	173	2	1 per 87	Civilian	Investigations and Patrol	Yes	Yes	Yes
Overland Park, KS	250	7	1 per 36	Civilian	Investigations	Yes	Yes	Yes
Peoria, AZ	195	2	1 per 98	Civilians	Patrol	Yes	Yes	Yes
Plano, TX	364	5	1 per 73	Civilian	Administrative Services Bureau	Yes	Yes	Yes
Richardson, TX	156	1	1 per 156	Civilian	Investigations	Yes	Yes	Yes
San Angelo, TX	165	2	1 per 83	Civilian	Intel Division	Yes	Yes	Yes
Springfield, MO	352	4	1 per 88	Civilian	Support Services Division	Yes	Yes	Yes

Benchmark City Survey - 2015 Data

Property Unit Staffing

City	Total Staff	Civilian	Sworn
Bellevue, WA	3	3	0
Boca Raton, FL	4	4	0
Boise, ID **	6	6	0
Boulder, CO	5	4	1
Broken Arrow, OK	2	2	0
Carlsbad, CA	1	1	0
Cedar Rapids, IA	4	3	1
Chesapeake, VA	4	2	2
Chula Vista, CA	2	2	0
Columbia, MO	4	3	1
Coral Springs, FL	4	4	0
Edmond, OK	2	2	0
Fort Collins, CO	5	5	0
Fremont, CA	3	3	0
Garland, TX	7	7	0
Grand Prairie, TX	4	4	0
Henderson, NV	4	3	1
Irving, TX	6	6	0
Lakewood, CO	9	9	0
Lawrence, KS	3	1	2
Lincoln, NE	5	5	0
Naperville, IL	4	4	0
Norman, OK	2	2	0
Olathe, KS	2	2	0
Overland Park, KS	5	5	0
Peoria, AZ	4	4	0
Plano, TX	5	5	0
Richardson, TX	3	3	0
San Angelo, TX	3	2	1
Springfield, MO	4	4	0

** Property Room Services provided by Ada County Sheriff's Office

Section A - Demographics